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The New York School of Philanthropy

CONDUCTED BY

THE CHARITY ORGANIZATION SOCIETY

OF THE CITY OF NEW YORK

HANDBOOK

FOR

1904-1905

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OBJECT:

THE PURPOSE OF THE SCHOOL IS TO FIT MEN AND WOMEN FOR SOCIAL SERVICE EITHER AS PROFESSIONAL OR VOLUNTEER WORKERS

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ITED CHARITIES BUILDING

105 East 22d Street

NEW YORK CITY

BERKELEY, CALIFORNIA

THE GIFT OF

Mrs. A. G. Spencer

The New York School of Philanthropy

CONDUCTED BY

THE CHARITY ORGANIZATION SOCIETY

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UNITED CHARITIES BUILDING

105 East 22d Street

NEW YORK CITY

The School of Philanthropy

CONDUCTED BY

THE CHARITY ORGANIZATION SOCIETY

OF THE CITY OF NEW YORK.

105 EAST 22nd STREET.

FIRST EXTENSION LECTURE SERIES

GIVEN AT THE

New York City Training School for Nurses, Blackwell's Island.

Wednesdays, from January 4 to May 17, at 5 P. M.

The following course of lectures will be given as above:

1905
January 4, Mrs. Anna Garlin Spencer, *Associate Director, School of Philanthropy.*

Ancient patriarchal family charity; the modern family, its obligations, limitations, relationships.

" 11, Mrs. Spencer.

Ancient church charity; the special relation of the modern diversified religious societies to charity.

" 18, Wm. H. Allen, *General Agent, Association for Improving the Condition of the Poor.*

Sanitary aspects of social work (1) Philanthropy's Debt to Hygiene; Individual Impulses and Prejudices; Social Traditions; Legal Decisions; Vast Body of Facts; Method of Procedure; (2) Functions of the Sanitarian—To Nurse and Cure; Investigate

Legislate; Administer; Co-operate; (3) The Right to Health Implies—Education; Relief; Recreation; Fresh Air; Pure Water; Opportunity. Social Application of the Sanitarian's Knowledge.

January 25, MRS. SPENCER.

The relation of the individual to the state, in ancient and modern times, as shown in the care and restraint of the unfortunate.

February 1, MRS. SPENCER.

The new meanings of the words "Society" and "Social" in relation to philanthropy.

" 8, ALEXANDER JOHNSON, *Associate Director, School of Philanthropy.*

The History of the Movement Towards Scientific Charity. Von Vogt in Hamburg; Ozanam in Paris; Chalmers in Glasgow; The Elberfeld Method; The Provident Associations; The Charity Organization Societies.

" 15, EDWARD T. DEVINE, *General Secretary, Charity Organization Society.*

The Literature of Charity.

" 22, ALEXANDER JOHNSON.

The Ethical Basis of Philanthropy; The Sanctions of Prudence, Religion, Sympathy and the Higher Economics.

March 1, Prof. Graham Taylor, *Warden, Chicago Commons.*

Social Tendencies of Modern Industrialism.

" 8, Rev. S. J. Barrows, *Secretary, New York Prison Association.*

Charity and Penology.

" 15, Miss Kate Holladay Claghorn, *Acting Registrar, New York Tenement House Department.*

The Social Meaning of Immigration.

" 22, Dr. David Blaustein, *Director, Educational Alliance.*

The Immigrant and his Family Life.

" 29, Miss E. E. Farrell, *Special Teacher for Defectives, Public School, New York City.*

Some Social and Physical Obstacles to Education.

April 5, Mrs. Sophie C. Axman, *Probation Officer, Court of Special Sessions.*

The Social Value of Probation.

" 12, Hastings H. Hart, *General Superintendent, National Children's Home and Aid Society.*

The Social Value of Child Helping Work; The Modern Problem of the Dependent Child.

April 19, MRS. FLORENCE KELLY, *Secretary, Consumers' League.*

The Social Waste of Premature and Excessive Child Labor.

" 26, ALEXANDER JOHNSON.

The Development of the Charity Organization Society to-day; The Uses of Investigation; The Uses of Relief; The District Committee; The Friendly Visitor.

May 3, TO BE ANNOUNCED.

The Social Value of The Society of St. Vincent de Paul.

" 10, MRS. SPENCER.

The Qualifications Essential for the Modern Social Worker.

" 17, ALEXANDER JOHNSON.

The Mother-state and Her Weaker Children; a Plea for the Proper Care of the Degeneraet.

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THE SCHOOL OF PHILANTHROPY

CONDUCTED BY THE

COMMITTEE ON PHILANTHROPIC EDUCATION

OF THE

CHARITY ORGANIZATION SOCIETY

OF THE CITY OF NEW YORK

COMMITTEE:

ROBERT W. DE FOREST, Chairman, *President of the Charity Organization Society*

APPOINTIVE:

MISS ANNIE B. JENNINGS
MRS. FREDERIC S. LEE
MRS. CHARLES R. LOWELL
MRS. W. B. RICE
OTTO T. BANNARD
CHARLES F. COX
SILAS F. HALLOCK
FREDERIC B. JENNINGS
SETH LOW
ALFRED T. WHITE

EX-OFFICIO:

JOHN S. KENNEDY ..... *President of the United Charities*
NICHOLAS MURRAY BUTLER ..... *President of Columbia University*
R. FULTON CUTTING.... *President of the New York Association for Improving the Condition of the Poor*
HENRY RICE ..... *President of the United Hebrew Charities*
THOMAS M. MULRY.... *President of the Particular Council of New York of the Society of St. Vincent de Paul*

EDWARD T. DEVINE, Director

PHILIP W. AYRES
ALEXANDER JOHNSON
ANNA GARLIN SPENCER
} Associate Directors

UNITED CHARITIES BUILDING
105 East 22nd Street
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CONTENTS.

Calendar	6
List of Officers and Lecturers	7
History and Scope	11
The Summer School	13
The Winter School	13
Opportunities for Employment	14
Endowment	16
Conditions of Enrolment.	19
Plan of Instruction	21
Choice of Courses	25
Certificated Students	26
Program of Lecture Courses	26
Group A.—Survey of the Field, etc.	27
" B.—The State in its Relation to Charity	35
" C.—Racial Traits in the Population	40
" D.—Constructive Social Work	46
" E.—The Care of Needy Families	55
" F.—Child Helping Agencies	63
" G.—Treatment of the Criminal, etc.	69
List of Students of the Summer School	73
Students of Winter School 1903-4.	93
Students Enrolled for School of Philanthropy: 1904-5.	103

CALENDAR

1904

October 3, Monday
School opens for Registration

October 4, Tuesday, 9 a. m.
Lectures begin

December 22, Thursday
Close of Fall term

1905

January 5, Thursday
Winter term opens

April 20 Thursday
Easter Vacation begins

April 25, Tuesday
Spring term opens

May 25, Thursday
Examinations

June 19, Monday
Summer School opens

July 28, Friday
Close of Summer School

OFFICERS AND LECTURERS.

Edward T. Devine, Ph.D., LL.D., General Secretary New York Charity Organization Society; Editor of Charities.

Director

Alexander Johnson, General Secretary National Conference of Charities and Correction. Formerly Superintendent Indiana School for Feeble-minded; Secretary of the Indiana State Board of Charities.

Associate Director

Rev. Anna Garlin Spencer, Associate Leader Society for Ethical Culture, New York City.

Associate Director

William H. Allen, Ph.D., General Agent New York Association for Improving the Condition of the Poor.

Martin W. Barr, M.D., Superintendent Pennsylvania School for Feeble-minded.

Rev. S. J. Barrows, D.D., Corresponding Secretary New York Prison Association.

Gertrude Beeks, Secretary Welfare Department National Civic Federation.

T. J. Bell, Secretary Colored Men's Branch Young Men's Christian Association, New York.

Nathan Bijur, President of the Sixth New York State Conference of Charities and Correction.

Hermann M. Biggs, M.D., Medical Officer Department of Health, New York City.

Charles W. Birtwell, General Secretary Boston Children's Aid Society.

David Blaustein, Ph.D., Superintendent Educational Alliance, New York City.

Lilian Brandt, A.M., Statistician Committee on Prevention of Tuberculosis, New York Charity Organization Society.

Joseph P. Byers, Warden Eastern Penitentiary of Pennsylvania.

C. C. Carstens, Ph.D., Assistant Secretary Charity Organization Society of New York.

Kate Holladay Claghorn, Ph.D., Assistant Registrar Tenement House Department.

Mary Vida Clark, B.A., Assistant Secretary New York State Charities Aid Association.

Miss Matilda Cummings, in care of Sisters of the Assumption, 312 East Fifteenth Street, New York.

Katharine Bement Davis, Ph.D., Superintendent State Reformatory for Women, Bedford, New York.

Robert W. de Forest, LL.D., President of the New York Charity Organization Society.

Ada Eliot. Probation Officer Court of Special Sessions, New York City.

Rev. W. T. Elsing, Pastor of DeWitt Memorial Church, Rivington Street, New York.

Elizabeth E. Farrell, Instructor in Special Classes for Backward Children, Department of Education, New York City.

Homer Folks, M.A. Secretary New York State Charities Aid Association.

James Forbes, Mendicancy Officer Charity Organization Society of New York City.

Lee K. Frankel, Ph.D., Manager United Hebrew Charities, New York City.

Silas F. Hallock, M.D., Assistant Surgeon Manhattan Eye and Ear Hospital; Surgeon Demilt Dispensary.

Hastings H. Hart, D.D., Gen. Supt. Children's Home and Aid Society, Chicago, Ill.

Robert W. Hebberd, Secretary New York State Board of Charities.

E. R. Johnstone, Superintendent New Jersey Training School for Girls and Boys.

Florence Kelley, Secretary National Consumers' League.

Carl Kelsey, Ph.D., Associate Professor of Sociology University of Pennsylvania.

Rev. Leslie E. Learned, St. Bartholomew's P. E. Church, New York.

Samuel McCune Lindsay, Ph.D., Secretary National Child Labor Committee.

Frances F. Morse, Superintendent State Industrial School for Girls, Lancaster, Mass.

Thomas M. Mulry, President Society of St. Vincent de Paul, New York.

Simon Nelson Patten, Ph.D., Professor of Political Economy University of Pennsylvania.

R. R. Reeder, Ph.D., Superintendent New York Orphan Asylum.

Mary E. Richmond, General Secretary Philadelphia Society for Organizing Charity.

Rev. Peter Roberts, Mahanoy City, Pa.

Gino C. Speranza, Corresponding Secretary Society for the Protection of Italian Immigrants; Member of the New York Bar.

Francis H. Tabor, M. A. Director of the Boys Club, St. Marks Place.

Graham Taylor, D.D., Professor of Pastoral Theology and Christian Sociology Chicago Theological Seminary. Warden Chicago Commons. Director School for Social Workers of the Extension Department, University of Chicago.

Frank Tucker, Vice-President Provident Loan Society.

Lawrence Veiller, Secretary City Club; Deputy Commissioner Tenement House Department 1902-03.

Lillian D. Wald, Headworker Henry Street Settlement.

James J. Walsh, M.D., New York.

(In addition to the above there are many who will give occasional lectures.

HISTORY AND SCOPE.

The New York School of Philanthropy has been established in response to the demand that has been developed in recent years for a professional and technical school for the training of those who are to engage in charitable and other social work.

The demand for training is not based on a depreciation of the value of certain natural qualifications which are indispensable to the best social work, nor on the assumption that tact, sympathy and common sense can be supplied by any course of instruction. The case cannot be better stated than in the words of Cicero: "I admit," he says, "that there have been many men who without learning have, through their own original endowment, attained to wisdom and success. I will even grant that, of the two, character, unassisted by education, more often leads to honor and usefulness than does mere education, without a foundation of character. But still I contend that when to natural ability and talents are added the systematic training and theoretical knowledge to be gained from education then there results a personality of unusual force and value."

The specific advantages of a course of training in philanthropic work are that it gives the new, inexperienced worker the advantage of an historic background for his work; it enables him to choose, more wisely and with less delay than he could otherwise, the particular branch of work for which he is best fitted; it puts him in possession of the accumulated experience of the years of effort that have already been spent in attempts to solve the problems with which he will be

confronted; it gives him a sense of the inter-relationship existing between the various forms of social effort, which increases at the same time his sense of responsibility and his intelligent interest in his own particular work; and it gives him command of the technique of his chosen branch of work, or, in other words, provides a period of apprenticeship before he is put in a position of responsibility.

So much may be expected from a course of training for the person naturally fitted and destined to become a social worker. For those who are not so fitted it performs the salutary office of discovering the fact to them, thus saving them from the record of a failure at the end of a few months' trial in practical work, and sparing the poor a period of fruitless experiment. The advantage of the work to societies and institutions, on the other hand, is plain: they are furnished with a more satisfactory basis than is generally at hand for judging the fitness of candidates, with the result that a higher average grade of service is performed by the new workers and less frequent changes in the personnel of the force are necessary. Above all, it obviates the necessity of training the novice at the expense of the interests of the dependent poor.

There is a distinct demand for such training. Evidence of this is afforded, on the one hand, by the disposition on the part of heads of societies and institutions to select for their workers persons who have had whatever training has hitherto been available: and, on the other hand, by the avidity with which advantage has been taken of the educational opportunities offered in the experimental course conducted by the

Charity Organization Society, both by persons already engaged in practical work and by those who were looking forward to it.

THE SUMMER SCHOOL.

The Summer School in Philanthropic Work, which held its seventh session in New York City in 1904, started as an experiment in the summer of 1898. It has had a six weeks' session, beginning in the latter part of June, at the close of the usual collegiate year. These six weeks have been crowded to the utmost extent with lectures, class discussions, preparation of papers on special topics, and visits to institutions. This course has been open only to those who have had one year of practical experience in social work and to college graduates. Two hundred and fifteen students in all have been enrolled, an average of thirty for each session. These students have represented all sections of the country, many colleges, and various forms of social work. The great majority of them, if not already in satisfactory positions, have been able readily to secure such positions, and the more promising among them have usually been obliged to choose among several definite offers.

THE WINTER SCHOOL.

During the winter of 1903-4 there was also conducted an afternoon course, on somewhat the same lines as the Summer School, but extending through some six months, with lectures at weekly intervals, and additional lectures and class

exercises for a part of the time. In the winter course provision was made for (1) those who were doing or expected to do institutional work; (2) those who were working or expected to work with the societies that have to do with needy families in their homes; and (3) for volunteer workers. Although the course was announced only a short time before it was actually begun there was a registration of one hundred and forty-seven students, most of whom were engaged in practical work. The lectures were given at a late hour in the day for the purpose of enabling those who were employed during the day to attend; but on account of the heavy pressure upon the charitable societies in an exceptionally severe winter season, attendance was irregular, and the amount of time that students were able to give their work was less than could be desired. Nevertheless, the experience of this winter course showed both that there was an earnest desire for better training and more adequate preparation on the part of all now at work, and that whatever educational opportunities are offered will be eagerly embraced by large numbers.

OPPORTUNITIES FOR EMPLOYMENT.

It is equally clear that the advantages of training are being recognized to an increasing extent by the directors and officers of philanthropic, social, and religious agencies. There are, in and immediately about New York City, at least one thousand salaried positions for which preparation of this sort would be desirable. It is safe to assume that the successors of those who now hold these positions will be required to

have professional preparation and technical training. The compensation of those who are now in paid positions varies from forty or fifty dollars a month to salaries on a par with those of university professors or the pastors of the larger city churches, the average being probably not much above or below that of school teachers in the same community. The number of salaried positions, and the salaries paid to really efficient workers, are constantly increasing.

VOLUNTEER WORKERS.

Besides the paid workers there is probably an equal number of persons who are giving so large an amount of volunteer service that it would be reasonable to expect that they would regard it as worth while to prepare themselves for it by serious study. The number of those who are giving personal service of this kind in a suitable manner is constantly increasing. Managers of charitable institutions, members of auxiliary committees of various kinds, and those who merely contribute to the financial support of philanthropic enterprises, are among those who have given frequent expression to the desire for more systematic and authoritative information concerning the principles upon which such enterprises should be conducted.

THE SCHOOL OF PHILANTHROPY.

In the belief, then, that the demand for professional training is not superficial, nor temporary, nor sentimental, but that it rests upon a definite need which is constantly being

recognized with increasing clearness and by an increasing number of those who would naturally be its students and of those who would have need of their services after the course is completed, the School of Philanthropy offered for the year 1904-1905 the courses herein announced.

In this form the School provides an amount of work, in lectures, classroom discussions, and "field work", which will occupy the entire time of its students during the academic year, from the first of October to the end of May.

ENDOWMENT.

Soon after the opening of the School of Philanthropy, as above described, in October, 1904, Mr. John S. Kennedy, of New York City, addressed the following communication to the President of the Charity Organization Society:

November 15th, 1904.

Mr. Robert W. de Forest,
President Charity Organization Society of the City of New York.

My Dear Sir: I obtained an act of incorporation for the "United Charities," and erected the building which is known by that name, in the hope of securing thereby greater co-operation and more effective work among the important charitable agencies of New York, many of which are now located in the building. My expectations have been fully realized, and with their realization on the side of more efficient work has come a demand, not only in the City of New York, but throughout the country at large, for trained charity helpers. There is the same need for knowledge and experience in relieving the complex disabilities of poverty that there is in relieving mere ailments of the body, and the same process of evolution that has brought into our hospital service the trained physician and the trained nurse increasingly calls for the trained charity worker.

I have noticed with increasing interest the efforts in this direction of the School of Philanthropy, conducted for the past seven years in the United Charities Building by the Charity Organization Society, which, in its inception, was solely a summer vacation school, but in its present form constitutes a full year's course, and I have, after careful consideration, decided to provide the means for establishing this school on a permanent basis, if the proposition contained in this letter proves to be acceptable to your Society.

That proposition is to give to the Society securities which, at present interest rates, will produce an income of not less than ten thousand dollars a year. The principal sum shall be held intact as a permanent endowment for the School of Philanthropy, for the support of which only the income is to be used. The conduct of the School to be under the direction of a special committee of the Charity Organization Society to be appointed for this purpose, to consist, besides yourself, of Mr. Otto T. Bannard, Vice-President of the Society, and some other members of the Society satisfactory to me. I would wish to have Columbia University affiliated with this Committee, as it is with the Society, by constituting the President of the University for the time being, or some person delegated by him for that purpose, an ex-officio member of this Committee. I should also wish to emphasize the relation of this School to the United Charities and to the philanthropic work of the city by constituting as ex-officio members of the Committee the Presidents for the time being of the United Charities*, of the Charity Organization Society of the City of New York, of the New York Association for Improving the Condition of the Poor, of the United Hebrew Charities, and of the Particular Council of the Society of St. Vincent de Paul.

To insure continuity in the constitution of the Committee, I would wish to have vacancies in it only filled with the approval of a majority of its appointives, as distinguished from its ex-officio members.

I have considered the possible independent corporate organization of this School, and I have decided that my intentions can be best carried out for the present through the Charity Organization Society, which has already initiated and carried on such a School. Should I hereafter change my opinion on this point, and wish to establish a separate corporation to carry on the work of the School, I wish to reserve to myself, during my lifetime, on reasonable notice, the opportunity of transferring the gift to such a new corporation.

It is my hope that the necessary space to conduct the exercises of the School may be found in the present library of the Charity Or-

* This is the legal name of the corporation which holds the United Charities Building in trust for the beneficiary societies.

ganization Society and in a liberal use of the Assembly Hall of the United Charities Building. If further space is needed, it would be my expectation that it could be provided in the building without encroaching on the income of the fund I propose to give.

I have also considered the possible desirability of establishing the School as a department of some university, but have decided it should preferably be connected directly with the practical charity work of the city, in analogy rather to training schools for nurses which are connected with the hospitals than to any separate university department. I should hope it would affiliate its work, however, not only with Columbia University, but with other educational institutions, and I have sought by naming as ex-officio members of the Committee the Presidents for the time being of the more important societies dealing directly with the poor, not only to associate them in the direction of the School, but to emphasize my desire that this School shall give a training in the practice of that broad charity which is free from any limitations of creed or nationality.

Very truly yours,
(Signed) JOHN S. KENNEDY.

On November 22 the Central Council of the Charity Organization Society held a special meeting to consider this offer, and by a unanimous vote adopted the following resolution:

Resolved, That the Charity Organization Society accept, without reserve or qualification, the gift of Mr. John S. Kennedy for the endowment of the School of Philanthropy upon the terms of his letter to its President, dated November 15, 1904; and pledges itself to carry into effect to the best of its ability the suggestions therein contained.

Resolved, further, That the President of the Society be authorized and empowered to transmit to Mr. Kennedy a certified copy of these resolutions, under seal, as evidence of the acceptance of his gift and to execute and deliver any other instrument deemed appropriate by Mr. Kennedy for this purpose.

Resolved, further, That the President of the Society be directed to express to Mr. Kennedy its deep appreciation of the confidence reposed in it and its belief that in giving a permanent endowment to this school he has filled the most important present need of a broad and all embracing philanthropy—the same broad philanthropy for which his former gift of the United Charities Building has provided so admirable a home.

The income thus provided will become available before the opening of the next session of the School in October, 1905, and the enlargement and perpetuity of the School thus becomes assured.

CONDITIONS OF ENROLMENT.

Enrolment will be limited to the following classes:

I—Men and women who have been engaged for one year or more in some form of philanthropic activity as a profession, and who desire to improve their knowledge of the methods of social service.

II—College and Normal School graduates who have taken at least one year's work in sociology, economics, or some kindred subject.

III—Advanced students in theological seminaries, medical colleges or training schools for nurses, who may wish to take one or more courses of lectures.

IV—Volunteer managers, visitors and members of philanthropic agencies.

V—Others who satisfy the Directors by some indication of fitness, that they are likely to profit by the opportunities of the School.

COLLEGE AND UNIVERSITY STUDENTS.

On payment of the regular registration fee, properly qualified students from educational institutions in or near New York City, will be admitted as special students. Suggestions as to correlation of studies will, on request, be made by the Directors of the School.

COLLEGE INSTRUCTION.

While not competing with the graduate courses in sociology in the universities, the School of Philanthropy offers an excellent opportunity for that first-hand information con-

cerning all forms of applied philanthropy and definite movements for social betterment which has come to be regarded as indispensable for those who are giving courses of instruction on these subjects in colleges and universities.

SOCIAL WORK OF THE SCHOOLS.

Teachers, and especially principals in public schools, are increasingly called upon to take an active part and often to take the leadership in plans for social betterment. A year spent in the study of social work in all its phases would be an excellent preparation on the part of Normal School graduates for usefulness in such directions.

NURSES IN TRAINING.

Opportunity will be offered to properly qualified students of any training school for nurses to attend the School of Philanthropy or any particular courses bearing upon their professional training. Some of the training schools which have extended their course to three years may readily arrange for their third year students to enrol in the School. Graduate nurses would find certain of the courses especially valuable in their professional work.

MEDICAL STUDENTS.

Those who are attending medical schools or graduate physicians in the early years of the practice of their profession, especially such as are engaged in hospitals, dispensaries or practice among the poor, would find certain of the courses helpful to a better understanding of the social problems which they encounter. In the responsibility that devolves to so great

an extent upon physicians as leaders in charitable and social work there is increasing need of familiarity with these subjects.

THEOLOGICAL STUDENTS.

Young men who are preparing for the ministry, especially if they look forward to institutional church work, city missions, or pastoral work in the tenement districts of the cities or in factory towns, might advantageously supplement their theological courses by taking advantage of the facilities offered in the School of Philanthropy. Some of the courses are especially planned with this class of students in view.

ASSOCIATION WITH COLUMBIA UNIVERSITY.

Students of the school will also have the benefit of the Extension Courses to be given under the auspices of the Committee on Social Settlements and Allied Work of the Faculty of Columbia University in co-operation with the Association of Neighborhood Workers. In addition, the school sessions will be arranged in such a manner as to allow qualified students to take advantage of such special courses at Columbia University, including Barnard and Teachers' Colleges, as are most important for their training in the science and art of social service.

PLAN OF INSTRUCTION.

The courses of the School have been planned with the primary object of preparing professional workers for usefulness in any branch of social service. This is understood to include institutional church work, such positions as that of welfare

secretary in manufacturing or mercantile establishments, private almoner, tenement-house inspector and other positions in the State and municipal service, as well as those connected with philanthropic and correctional institutions and societies. The course is sufficiently elastic, however, to be adaptable to the needs of volunteer workers in settlements, churches or societies, and to the tastes of persons with a general interest in social problems who desire more intimate acquaintance with practical methods.

The instruction will consist of:

I. Lecture courses of from five to twenty lectures each, presenting a general survey of the philanthropic field, the relation of the State to charity, child-helping agencies, the care of families in their homes, hospitals and the treatment of disease, crime and reformation, and constructive social work.

II. Briefer courses and single lectures on special aspects of social work, such as racial characteristics of German, Italian and Jewish immigrants; and welfare work in factories and department stores.

III. Class-room discussion, based on the lectures and on required collateral reading. Facilities for this part of the work are afforded by the Reference Library of Applied Sociology, which consists of over three thousand bound volumes and an equal number of pamphlets, and contains an unusually complete collection of reports of conferences, societies and institutions.

IV. Preparation of major and minor reports on assigned topics in the particular field in which the student elects to

specialize. There will be opportunities for carrying on under direction, special researches which will be distinct contributions to the literature of charity. Much material for such researches already exists in the records of societies and institutions and there are many subjects, hitherto uninvestigated, in regard to which inquiries might profitably be undertaken.

V. Practical work, by arrangement with the managers of societies, institutions, settlements and public officials. This field work, or laboratory work, as it may appropriately be called, will be assigned by the Directors with a view to the plans and preferences of students, and will be closely supervised and guided to secure the maximum educational result. On account of the great number and the great variety of such agencies in and near New York City, there will be abundant opportunity for observation of, and training in, any form of social endeavor, whether religious, educational or charitable.

THE LECTURERS.

It will be seen by reference to the list of lecturers, that in nearly every case they are men and women who are now doing, or have done, the work they are to tell about. The value of the close, practical, personal hold upon their subjects, which this method of choice of teachers gives, can hardly be overestimated. In this respect, and in many others, the analogy between the School of Philanthropy and other professional schools will be apparent.

OCCASIONAL LECTURES.

In addition to the syllabus of Courses given in this announcement, the School expects to offer its students occasional

lectures by distinguished specialists, on topics cognate with the general plan. These will be announced from time to time by bulletins in the class room and notices in CHARITIES.

Arrangements will also be made for special afternoon and evening courses.

Among these will be a course of five afternoon lectures by Professor Simon N. Patten, Ph.D., of the University of Pennsylvania, on the New Basis of Civilization.

EXTENSION COURSE LECTURES.

The Directors expect to arrange for extension courses where they are demanded. One such course is arranged for the benefit of the graduating class of the Nurses's Training School of the New York City Hospital, Blackwell's Island, and will be given at the Nurses' School on the Island.

Occasional lectures through the winter will be given at Adelphi College, Brooklyn, and elsewhere.

SPECIAL STUDY CLASSES.

Special classes on various topics will be arranged should there be demand to justify them. Among these may be mentioned: The Practical Use of Statistics; Institution Dietaries for Adults and Children; Institution Registration and Cataloguing, and others.

FIRST AID TO THE INJURED.

A class, or a series of classes, will be organized among the students for instruction in First Aid to the Injured. The Society for Instruction in First Aid has its office in the United Charities Building and will make special arrangements for students of the School of Philanthropy.

SCHOOL FOR TEACHERS OF THE FEEBLE-MINDED.

The school which was conducted during the vacation months of 1904, at the New Jersey Training School, Vineland, will be repeated during July and August, 1905. The students are given lectures by the staff and actual work with the children. They are provided with rooms and board and the fees are merely nominal. The accommodations being limited, not all who apply can be received. Mr. Johnstone, superintendent of the Training School, authorizes the announcement that certificated students of the School of Philanthropy will be given the preference in the enrolment for 1905.

CHOICE OF COURSES.

The Director and his associates may be consulted by mail, or by appointment at the office of the Charity Organization Society, 105 East 22nd Street, New York City. The curriculum includes three prescribed and four elective groups of courses. The choice may be made on entering, or after the first month's attendance.

CONSULTATION ON READING AND COLLATERAL STUDIES.

Mrs. Spencer, associate director, will give several hours weekly to meeting the students and advising them in their courses of reading and collateral studies, and the other lecturers will give similar aid so far as their engagements permit.

SCHEDULE OF HOURS.

Lectures will be given daily at 9.00 A. M. and 11.00 A. M., two hours being allowed for each lecture and the suc-

ceeding discussion. The afternoons will be devoted to practical work, under direction, in charitable institutions or in visiting for societies which care for the poor in their homes. Carefully planned visits of inspection will also be made to public and private institutions.

CERTIFICATES.

Certificates will be issued to students who creditably complete the work of the year. The decision of the School as to the granting of certificates will be based on a consideration of the grade of work done in class-room discussions, in practical work, and in papers presented, as well as on the results of a written examination, to be held at the close of the year. Candidates for certificates will be required to take at least two of the elective courses in addition to those prescribed.

FEES.

The registration fee for the full year's work will be twenty-five dollars. To those wishing to take one or more groups of courses only, the fee for each group will be ten dollars. For any single course of lectures the fee will be two and one-half dollars.

PROGRAM OF LECTURE COURSES.

The curriculum consists of seven groups of courses, each of which includes from four to eight series of lectures and one or more single lectures. Groups A, B and D are prescribed. To entitle them to certificates the students will take the prescribed and at least two of the elective groups, but the class hours are arranged so that any one may take the full year's work, and students are advised to do so. The courses are as follows:

GROUP A.

Survey of the Field. Principles, Theories and Methods of General Application.

Fifty lectures commencing Tuesday, Oct. 4.

1. General Survey and Analysis of Social Work. Introductory.

Twenty lectures by Anna Garlin Spencer.

The introductory course is particularly designed to aid the students in determining their vocations and in choosing special lines of study and field work in connection with the prescribed curriculum.

a. Four lectures on historical aspects of charity, as contrasted with modern ideals, standards and conditions.

(1) Ancient patriarchal family charity: the modern family, its obligations, limitations and relationships.

(2) Ancient church charity; the special relation of modern diversified religious societies to charity.

(3) The relation of the individual to the State in ancient and modern times, as shown in the care and restraint of the unfortunate.

(4) The new meanings of the words "society" and "social" in relation to philanthropy.

b. Five lectures upon specialties of service required in the care of inmates of institutions.

(1) Matrons and officers in institutions for aged dependents, defectives, insane, vicious and criminal: personal qualities, social outlook and training required.

(2) Matrons, teachers and officers in institutions for normal dependent children and others capable of development in self-direction: personal qualities, social outlook and training required.

(3) Directors on boards of management and members of committees of control of institutions and societies: what does the volunteer manager need to know of the history and present conditions of philanthropic work?

(4) Public supervisors of private institutions: qualifications and training of official inspectors.

(5) Private supervisors of public institutions: qualifications and training of unofficial inspectors.

c. Five lectures upon specialties of service required in the care of needy families and individuals in their homes.

(1) Managers, secretaries and agents of charity organization and kindred societies, including almoners of large private funds: personal qualities, social outlook and training required.

(2) Friendly visitors, visiting nurses, representatives of special agencies for different nationalities and conditions of need: qualifications, training and relation to more general forms of relief work.

(3) Executive officers in provident and mutual benefit insurance societies and employment bureaus, rent collectors, agents for improved housing associations, etc.: qualifications, training and relation to more general forms of relief work.

(4) Settlement workers, club leaders, fresh-air and vacation school and playground helpers, those devoted to the extension of educational advantages: qualifications, training and relation to public school system, organized charity and laws for benefit of the people.

(5) Church missionaries, deaconesses, official Sunday-school visitors, Young Men's Christian Association and Young Women's Christian Association workers, and other executive representatives of religious social work: qualifications, training and relation to non-sectarian and general social welfare work.

d. Five lectures upon official inspection and private effort, as related to public morals, health and industrial conditions.

(1) Police matrons, probation and parole officers: qualifications, training and relation to courts, to society and to institutions.

(2) Executive officers of societies for moral reform and protection of youth (such as "Watch and Ward," "Anti-vice," "Anti-saloon," etc.): qualifications, training and relation to general social work.

(3) Health, factory and shop, tenement-house and other inspectors: personal and social significance of the work and preparation for it.

(4) Welfare secretaries in manufactories and shops, executive secretaries of consumers' leagues and kindred societies for bettering conditions of wage-earners and preventing child labor: qualifications needed, and relation to economic conditions.

(5) The need for professional excellence in volunteer work: connection between paid and unpaid service:

inter-relationship of all effort for personal and social betterment.

General summary and conclusion.

2. The Literature of Charity.

Five lectures by Edward T. Devine.

Literature has an inspirational and a technical use. The course will consider both books of power and text books, and also those poems, essays and stories which, dealing with social problems, partake of both qualities.

a. Literary Masterpieces. Why the social worker above all others should know something of the great literatures. Music, art, religion, nature and domestic life, as sources of refreshment, culture and growth. The place which remains for literature.

b. Poverty and crime; charity and reformation; social evils and social reform in English literature. Poems and essays available as instruments of reform and progress. The current periodicals. The fiction of the day.

c. Text-books. Analysis of selected works. Warner, American Charities; Wines, Punishment and Reformation; Folks, Dependent, Neglected and Delinquent Children; Richmond, Friendly Visiting Among the Poor; Henderson, Dependent, Delinquent and Defective Classes; de Forest and Veiller, The Housing Problem; Handbook on the Prevention of Tuberculosis, etc.

d. Reports, Proceedings of Conferences and pamphlet literature. Analysis of typical annual reports of charity organization societies, homes for children, reformatories, hospitals, etc. International, national and local conferences of charities and correction. How to use reports.

e. Special Periodicals. Charities, Commons, The Charity Record, The Charity Organization Review, Annals of American Academy of Political and Social Science, The Journal of Sociology, The Economic Reviews. Use of bound volumes. Poole's Index, etc. Social features of other class papers, e. g., in the field of medicine, hygiene, nursing, education, and of the daily press.

(*It is probable that Mr. Devine's course in Literature may occupy several lectures additional to the above.*)

3. Social Reform in the Nineteenth Century.

Ten lectures by Samuel McCune Lindsay.

A study of the writings of four groups of social reformers.

a. the Utopists: Saint Simon, Fourier, Owen, Bellamy and Hertzka:

b. the Moral and Ethical group: Kingsley, Maurice, Carlyle, Ruskin, William Morris and Henry George:

c. the Proletarian Socialist group: Blanc, Proudhon, Lasalle, Schultz-Delitsch, Marx, Engels, Bebel and Liebknecht:

d. The Government Meliorists: Shaftsbury, Nicolls, the Fabians and others.

4. Some Industrial Causes of Distress.

Five lectures by Florence Kelley.

a. Congestion of Population. Some causes: International migration, rural exodus, demand for labor at points of congestion. Immediate consequences: Overcrowded labor market, pressure upon wages, reduced margin for

savings, bad and dear housing, overcrowded schools, reduced energy farther reduced wages. Subsequent consequences: Deterioration of second generation, physical, mental, moral, industrial. Remedies: The Baron de Hirsch method of distribution, the Children's Aid Society's method, Salvation Army Colonies, National Policy (analogy with irrigation).

b. Destruction or Demoralization of Parents: Preventable accidents while at work; preventable disease attendant upon work; unwholesome home conditions; irregular or demoralizing work; demoralization, due to bad homes, due to ill-organized means for saving (need of Government post office savings banks), due to shifting burden of maintenance upon other members of the family.

c. and d. Industrial Inroads Upon the Home. Tenements as homes; the sweating-system; the wife as wage-earner; the widow as wage-earner; the child as wage-earner; the father absent for months at work; boarders and lodgers.

e. Premature Earning. Causes: Parental poverty; false parental ideals; false philanthropic ideals; opportunities offered by modern commerce and manufacture; defects of schools. Results: Demoralization of children; exhaustion of children; defective education of children; growth of class of unskilled workers; growth of class of offenders. Remedies: Changed ideals of philanthropists; changed ideals of schools; legislation.

5. Financial Administration of Charitable Agencies.

Five lectures by Frank Tucker.

a. The financial statement an account of stewardship. Kinds of financial support. By public funds with official control. By public funds and private management: (1.)

Subsidy: (2.) For service rendered on per capita basis. By private contributions. Relation of officers to financial administration. The secretary, treasurer, executive officer and finance committee.

b. Income: Means of raising it. Appealing power in the nature of the work and its use. The printed appeal. The newspaper appeal. Personal solicitation. Timeliness of appeal a factor. Educational value of appeal. Fairness in statements. Unfair use of sentiment. Card record of contributors. Accuracy in records imperative. Identification of contributors. Correctness of address—many changes found. Deaths and marriages. New generation of contributors. New names. Planning work ahead. Quality and economy in printing and postage.

c. Disbursements. How to form a budget. Time to form a budget. Educational value of budget. Economies. Creation of positions. Age limit of employes. Pensions. New projects, their advisability and cost. Creation of new fixed charges. Introduction of new office devices, equipment and cost. Fixing salaries. Acceptance of physical property for any purpose without an endowment. How far should faith be an element in enlarging a budget radically?

d. Methods of bookkeeping: The voucher, the cash book, the ledger, the audit: by professional accountant; by board members.

e. Legacies. Restricted. Unrestricted. Should they be held for income-producing purposes only? Should they be used in starting new activities?

f. Endowments. Their effect upon financial administration. Should be adequate to support physical property created for a special purpose.

6. Office Economy. A Study in Efficient Administration.

Lecture by Charles W. Birtwell.

7. The Value of Annual Reports and the Art of Writing Them.

Lecture by Edward T. Devine.

8. Bequests and Endowments.

Five lectures by C. C. Carstens.

a. A Chapter of English History: The Church in its relation to bequests. Dissolution of the monasteries. The Dead Hand; its demoralizing effect. Some typical instances. The English Charity Commissioners.

b. Some American Bequests: The City Trusts of Philadelphia; including the Franklin Fund, the Grover Fund, and Girard College. Boston Overseers' Funds. Sailors' Snug Harbor.

c. Problems of Administration: Fiscal management. Social degeneration through outworn bequests. The *Cy pres* doctrine.

d. Control and Adaptation of Endowments: The Annuity plan. The safeguard of an annual contributor's list. Present needs for new endowments.

e. Some Large Foundations: The Leland-Stanford and Chicago Universities. The Carnegie Libraries and Carnegie Institute. Rockefeller Institute. The Hero Fund. The Burke Relief Foundation.

GROUP B.

The State in Its Relation to Charity.

Thirty-seven lectures commencing Monday, Oct. 31st.

The term State, here includes all governmental bodies, the State proper, the County, City, Town, or other municipality. The division of functions between different public bodies is chiefly one of policy and differs in different states, and sometimes, in regard to different institutions, in the same state.

1. Public Charitable Institutions in New York State.

Ten lectures by Mary Vida Clark.

A clear understanding of the history and operation of the public charitable institutions of any one typical State is the best preparation for the understanding of the principles which govern the administration of public charity everywhere, and for intelligent effort towards the introduction of improved methods where conditions are unsatisfactory.

a. Introductory—The function of public institutional charity, the institutions and officials administering or supervising public charity.

b. The Almshouse—its history and work.

c. The Department of Public Charities in New York City.

d. State Institutions for the Feeble-minded and the Epileptic.

e. State Institutions for Veterans, Consumptives, Delinquent Women and Children, the Crippled, the Blind, etc.

f. History of Public Care of the Insane in New York State.

g. Modern Methods of State Care of the Insane in Psychopathic Hospitals, Farm Colonies, etc.

h. The Origin and Growth of the State Commission in Lunacy and Its Relation to the Administration and Supervision of Institutions for the Insane.

i. How to Visit a Public Charitable Institution.

j. Volunteer Supervision of Public Charitable Institutions, illustrated by the State Charities Aid Association.

2. The New York State Board of Charities.

Three lectures by Robt. W. Hebberd.

a. The Origin and Organization of the State Board of Charities.

Conditions making central supervision of charities necessary. Partial supervision by the Legislature and the Secretary of State. Report of Secretary of State in 1824. Early visitations and reports; by Legislative committees; Miss Dix in 1843; Dr. Willard in 1864. The Senate Committee of 1856. Its report and recommendations. Miss Knapp and the Albany county almshouse. Hon. John V. L. Pruyn's efforts to establish Board. Assemblyman

Charles S. Hoyt, who later became Secretary of the Board. His influence in the Legislature. The law of 1867, establishing the Board. The laws of 1873, 1895 and 1896. Composition of the Board. Districts represented. Non-partisan and representative character. Service of Commissioners.

b. The Supervisory Work of the Board.

General extent of the Board's duties. The provisions of the Constitution. The Poor Law. The State Charities Law. Supervision of State institutions; county and municipal institutions; private institutions. Dispensaries. Nature and extent of inspection. Investigations. Rules of the Board. Their purpose and effect. Orders directed to institutions. Recommendations. Results.

c. The Executive Functions of the Board.

The Department of State and Alien Poor. Origin of the work. How organized and carried on. Provisions of the Poor Law and of the State Charities Law. State poor persons; non-resident poor; alien poor; Indian poor. Co-operation with the U. S. authorities in removal of aliens. General results of the work.

3. Boards, Institutions and Methods in Various States.

Thirteen lectures by Alexander Johnson.

a. Boards of State Charities and Boards of Control in Different States. Supervisory and Executive Functions.

b. Possibilities of a Supervisory Board of State Charities in a Typical State. History of fifteen years' work in Indiana.

c. Theory and Practice of Inspection of Public and Private Institutions by Agents of a State Board.

d. Principles and Methods of State Care for Defectives. Educational: Blind, Deaf, Feeble-minded.

e. Principles and Methods of State Care for Defectives. Custodial: Idiots, Feeble-minded, Epileptic, etc.

f. Principles and Methods of State Care of the Insane.

g. Systems of State Charitable Institutions in Various States (the Middle Group).

h. Systems of State Charitable Institutions in Various States (the West).

j. Systems of State Charitable Institutions in Various States (the South).

k. Federal Charities and Corrections. Federal Institutions. Marine Hospitals, Epidemic Service, etc.

l. Federal Support of the Charities of the District of Columbia.

m. A System of State Supervision and Partial State Support of County Asylums for the Chronic Insane in a Typical State (Wisconsin).

n. County Poor Houses of the Middle States, Illustrated by Descriptions of Poor Asylums in Indiana.

4. Public Aid and the Right of Relief.

Seven lectures by Alexander Johnson.

The origin and development of Legal Aid is of value to the student in giving a correct view of principles, quite as much as for its historical interest. To a large extent the public aid of our modern states is founded on the English system,

while the conditions disclosed by the English Poor-Law Commission of 1834, are of the highest practical as well as scientific importance.

a. The Origin of Public (Legal) Relief in England:

(1) Theory of the Origin of Vagrancy.

(2) Repression of Vagrancy and Regulation of Beggary, previous to the Dissolution of the Monasteries.

(3) Beginning of Legal Aid, 1535-6 to 1601 A. D.

b. The English Poor Law Commission of 1834.

c. Beginnings of Legal Poor Relief in the United States.

d. Laws of Settlement and Right to Public Relief in the United States.

e. System of Public Outdoor Relief in a Typical State (Indiana) with Partial State Supervision of County and Township Agencies.

GROUP C.

Racial Traits in the Population. A Study in Sociology.

Twenty lectures commencing Tuesday, Jan. 10, 1905.

The knowledge of the peculiar racial traits of those with whom he has to deal, is of great value to every social worker; many knotty problems are solved and many sources of influence are laid open by such knowledge. After the introductory courses by Dr. Frankel and Miss Claghorn on the more general aspects of immigration, the study of racial traits is continued by other lecturers exceptionally well qualified to speak concerning particular racial groups.

1. Immigration.

Five lectures by Lee K. Frankel.

a. History of Immigration to the United States: Early settlers; immigration prior to 1800; period between 1800 and 1850; period between 1850 and 1880.

b. Present Immigration to the United States: Sources and causes of immigration to-day; comparison of status and character of present immigration with former immigration; volume of immigration; destination of immigrants.

c. The Immigration Law: Earlier Legislation; law of 1903; administration of the law; examination of immigrants under the law; suggested amendments and alterations.

d. Helps to Immigrants: Missionaries and Immigrant Aid Societies; immigrant houses and lodging houses, employment agencies, removal bureaus, colonization.

e. Assimilation of the Immigrant: Value of the immigrant to the State; immigration and pauperism; second generation of the immigrant.

2. The Social Meaning of Immigration.

Two lectures by Kate Holladay Claghorn.

a. The significance of "race" as a social factor. Superior and inferior races. How far and how rapidly a racial group can be modified. Influence of climate, economic resource, industrial organization, social and political institutions.

b. The interaction of these forces as shown in the history of immigration to the United States. Effect of the incoming races upon our institutions, social, economic and political; and, in turn, the action of these as influences upon the incoming races. Along what lines we may look for practical results in attempting to fit new peoples into our social system.

3. Italian Characteristics.

Two lectures by Gino C. Speranza.

a. The Italian in Italy. Modern Italy, forces that make for unity, spirit of campanilismo, economic awakening. The Modern Italian: heritage, characteristics, adaptability, patriotism. Classes; aristocracy, middle class and peasants, socialism. Women in modern Italy. Popular American fallacies.

b. The Influence of America on the Italian immigrant: Popular prejudice, the political boss, the padrone, the tough. Distrust of American justice. The Mafia, the Black Hand and other fantasies. Uplifting forces and opportunities. The Italo-American of the second generation. Juster conceptions. His debt to the new land and the old. The task before him. How Americans can help him.

4. The Characteristics of Jews Coming from Eastern Europe.

Five lectures by David Blaustein.

a. Political and Economic Status of the Jews of Eastern Europe.

b. The Religious and Social Life of the Jews in Eastern Europe.

c. Causes of Emigration of the Jews from Eastern Europe.

d. The Difficulty of the Immigrant Jew in Adjusting Himself to American Conditions.

e. The Settlement in the United States of Jews of Different Nationalities.

5. The American Negro.

Two lectures by Carl Kelsey.

a. Historical: A study of the conditions and events which have caused the present situation. The different African tribes. Influence of African environment. The transfer to America. Economic forces determining location of slavery. Geography of the southern States. Influence of slavery upon the negro. Effect of the negro upon Amer-

ican development. The Civil War. Emancipation. Suffrage. Reconstruction. Loss of political power. The Mulatto. Separation from the whites and the resultant segregation in "black belts." Race hatred. Sectional attempts to deal with the "negro problem." An attempt to harmonize northern and southern conceptions.

b. The Negro Farmer: A study of existing conditions in the various agricultural districts of the South. Present opportunities as illustrated by actual achievements of different families. Land ownership. The crop-lien system. The plantation vs. the small farm. Existing cultural agencies. The Church. The public and private schools. Industrial and higher education. The conditions of race progress. Hopeful and discouraging tendencies. Present needs.

6. The Negro in the City. Health and morality.

Lecture by Lilian Brandt.

The negro's share in the general tendency city-ward; characteristics of the negro group in the city; concentration in certain districts; character of these districts; disastrous effect of city life on health, morality and economic condition; advantages in the way of educational and social opportunities; the negro as a charity problem.

The Negro in the City. Economic Conditions.

Lecture by T. J. Bell.

Economic conditions in New York City; occupations which are open to negroes; obstacles in the way of economic

equality; occupations in which there is most hope of progress; suggestions for improving the economic opportunities.

8. The Characteristics of Sclavs.

Lecture by Peter Roberts.

The Sclav's Place in the Races of Men. His racial heritage. His social and economical conditions in fatherland. The Sclav on new soil. His place in our industrial army. His strong and weak points. Practical hints in the work of ameliorism.

Special Course.

The New Basis of Civilization:

A study in economics.

Five Lectures by Simon N. Patten.

Earlier civilizations have been the result of temporary and local conditions. Usually a particular race has found a particular region in which the conditions have been favorable for a high civilization. It has spread to other races and other regions only with great difficulty because of insuperable physical barriers. For the first time such barriers are now broken down, localities are merged together by improved means of transportation and distant peoples are being brought into contact and are able to accept common standards and ideals. Dr. Patten's course of five lectures deals with these changes now in progress, and will show how all races and

regions can be blended in a common civilization. This course will be given in the afternoons of the week beginning January 23, 1905.

a. A Lesson in Geography.
b. The Problem of Assimilation.
c. Work as the Basis of Character.
d. The Extension of Civilization Downward.
e. The Extension of Civilization Outward.

Other lectures in this group will be announced on the class room bulletin and by notices in CHARITIES.

GROUP D.

Constructive Social Work.

Fifty lectures commencing Monday, Nov. 21, 1904.

New modes of benevolent activity, of immense importance in the larger cities and being agitated in many of the smaller ones, require trained social workers as their agents to ensure prompt and economical success. While the demand for educated specialists in these departments is not yet so large as in child-helping agencies and relief societies, yet a knowledge of the activities here grouped under the title of Constructive Social Work, is of great value, almost indispensable, in fact, to those engaging in the other departments mentioned. The lecturers in Group D, will each speak from very practical experience. They are now, or have been recently, engaged in the work they will teach.

It will be noticed that Groups D and E are not necessarily mutually exclusive, some lectures assigned to one being not inappropriate to the other.

1. Social Work in Large Cities.

Ten lectures by Lawrence Veiller.

a. The Life of the Poor in Large Cities.
The city problem the great social and political prob

lem of the times. The existing evils and their causes. The results; poverty, crime, sickness, death. Social friction. Some popular fallacies about the life of the poor. The directions constructive work should take.

b. Housing. (Part 1.)

The family the social unit. The typical tenement home. The conditions to be remedied. The housing problem a three-fold one. Legislative control and municipal regulation. Reform by private effort. "Model" tenements. The improvement of old houses.

c. Housing. (Part 2. Illustrated by stereopticon.)

New York's housing problem. The history of the movement for reform, 1834 to 1904. Lessons to be learned from New York's experience.

d. Housing. (Part 3. Illustrated.)

The functions of the municipality. The Tenement House Department a unique municipal undertaking. The causes that led to its creation. Its functions, powers, duties. What it has accomplished thus far. Its problems and difficulties. The sociological value of its records. The department as an object lesson to other city departments.

e. Housing. Part 4.

The financial side of the problem. Suburban housing and its relation to city problems. What employers have done to house their workingmen. Municipal ownership and operation of tenement houses. How to start a movement for housing reform. The necessity of continuity. Future work to be done in New York. The education of landlords and tenants.

f. Parks.

Their value three-fold; physical, social and educational. Parks as the lungs of a city. As a means of destroying unsanitary tenements. The necessity of a

comprehensive general scheme of park development. The factors which enter into the selection of park sites. Obstacles to be overcome in a movement to secure new parks. Suburban parks for city dwellers.

g. Playgrounds. (Illustrated.)

The causes that make public playgrounds necessary. The street as a playground; its physical and moral dangers. The play life of normal boys and girls contrasted with that of the tenement child. School playgrounds. Public playgrounds, their essential requisites. The effect of lack of play on the health of the community. The educational value of play. Other phases of the playground movement: Farm Gardens, Recreation Piers, Vacation Schools and Recreation Centres.

h. The Social Evil and Gambling.

Prostitution, a most ancient profession. The distinction between vice and crime. When social workers should interfere. Various remedies that have been tried. Regulation, Licensing, Registration, Segregation, Sanitary Control. The Cadet system. The evils of the Red-light District in New York in 1900. How these conditions have been remedied.

Gambling.

A form of recreation. The absence of opportunity for play partly responsible for the evil. A vice not limited to the poor. From "craps" to pool-rooms. Policy. The effect of the gambling habit on the homes and families of the poor.

i. The Settlement Movement and Neighborhood Study.

The settlement movement defined. Its various manifestations. The subjective and objective value of a Settlement. Its relation to the neighborhood. To the municipality. The lack of a more definite aim a hindrance to effective results.

Neighborhood Study.

"City Wildernesses." The extent of the problem, a serious difficulty. Density of population. Race characteristics. A knowledge of the immigrant's language and his life in his home country essential to the Settlement worker. Wasted industrial ability. Our haphazard treatment of the immigrant. Neighborhood needs. The Association of Neighborhood Workers.

j. Municipal Activities and Legislative Reforms.

A knowledge of the work and organization of each branch of the city government necessary. A sense of proportion an essential requisite for the social worker. The social worker as seen by the city official. The city official as seen by the social worker. The politician as the enemy of reform and as its agent. Where reformers generally fail.

Legislative Reforms.

Constructive and destructive work. The ideal and the practical. Public sentiment, a vital factor. All reform work to be educational. Organization essential to success. A Bureau of Legislative Information a necessary piece of social machinery. The politician to be fought by his own methods. The necessity of a political "boss" for social workers.

2. Social Aspects of Sanitary Work.

Ten lectures by Wm. H. Allen.

A large and increasing proportion of the effort of those who are striving to improve the condition of the poor is given to questions of domestic hygiene and public sanitation. This course is intended to emphasize the strategic value of

approaching social problems from the standpoint of private and public health.

Motives to Sanitary (Social) Progress. (Three lectures.)

a. Instinctive; Comfort; Commercial.

b. Anti-nuisance; Anti-slum; Pro-slum.

c. The New Altruism. Democratic Sanitation.

A Modern Sanitary Program. (Four lectures.)

d. For Cities.

e. For Rural Districts.

f. The Growth of the Bathing Habit.

g. The Fight for Fresh Air.
Taking the Poor Out of the City.
Bringing Fresh Air Into the City.

Germ Sociology. (Three lectures.)

h. Migration; Colonization in human food supplies

j. Survival of the Fittest; Elimination of Disease Germs.

k. Are Vital Statistics Vital to Charitable Work?

3. The Tuberculosis Problem.

Two lectures by Lilian Brandt.

Tuberculosis is now recognized to be a problem of interest to every member of society, not merely to the medical profession. These lectures deal with the influence of social factors in perpetuating the disease and the importance of social activity in eradicating it.

a. Statement of the Problem: (1) The cause and nature of tuberculosis. (2) Its effect on the welfare of society;

Importance as a cause of death; Relation to other social problems. (3) Influence of social factors,—such as density of population, housing conditions, racial characteristics, occupation and habits—on the prevalence of tuberculosis.

b. Solution of the Problem: (1) Progress that has already been made; Means by which the improvement has been brought about; Variations in the rate of improvement in different places and in different elements of the population. (2) Elements in a comprehensive plan for controlling, and eventually eradicating, tuberculosis; Education of the people; State and Municipal control; Institutions for the treatment of tuberculosis; Proper care of consumptives in prisons, insane hospitals, almshouses and all other public institutions. Improvements in living and working conditions.

4. The Scope and Function of the Board of Health.

Two lectures by Hermann M. Biggs, M. D.

5. Welfare Work in Factories and Department Stores.

Two lectures by Gertrude Beeks.

a. Welfare Work in Factories.

1. A definition of Welfare Work.
2. The relation of wages and hours to Welfare Work.
3. What may be undertaken in a large city factory. A typical institution for illustration.
4. Welfare Work which may be required in a mill town. A typical institution for illustration.

5. The importance of promoting Welfare Work in small as well as large factories. A typical small factory.
6. The policy of the employer and his motive.
7. Special supervision.
8. Beneficial results to employer and employes.

b. Welfare Work in Department Stores.

1. How the conduct of Welfare Work in the department store may differ from that in the factory.
2. Primary needs.
3. Vacations.
4. The Welfare Work in one large department store for illustration.
5. The *esprit* de *corps*.

6. Social tendencies of modern industrialism.

Five lectures by Graham Taylor.

a. Social tendencies in the interrelationship of the groups constituting society.

b. Social tendencies in marriage and family life.

c. Social tendencies in the survival and revival of neighborship.

d. Social tendencies in the spirit and sphere of citizenship.

e. Social tendencies in the function and utilities of Schools and Churches.

7. The Boy's Club.

Five lectures by Francis H. Tabor.

a. Organization and Equipment.
b. The Club in Winter: (1) Classes, games, athletics.
c. The Club in Winter: (2) Music and dramatics.
d. The Club in Summer: Baseball, camping out, etc.
e. Summary, Results and Future Hopes.

8. The Modern Church as a Factor in Social Progress.

Social-constructive and charitable work of the churches.
Ten lectures by leaders in the department.

The immense range of Social Constructive Work which has become recognized as proper to a church in a busy, crowded city, and the number of persons, both lay and clerical, employed in such work, bring the churches upon their social side within the purview of the School of Philanthropy. The various activities will be described to the school by active workers in religious societies.

a. Present day charities of the Roman Catholic Church.
Three lectures.

1. The Society of St. Vincent de Paul.
Lecture by Thomas M. Mulry.
(a.) Care of needy families in their homes. (b.) The Fresh Air work. (c.) Boys' Clubs and other social work, *"No work of charity is foreign to the Society of St. Vincent de Paul."*

2. Visiting nursing by Sisters of Charity.
Lecture by Miss Matilda Cummings.
Sisters of the Assumption. Sisters of Bon Secours. Helpers of the Sick Poor.

3. Hospital care of the sick.
Lecture by Dr. James J. Walsh.
The Consumptive's Hospital; the Cancer Hospital; General Hospitals.

b. Modern charities as administered by Jews.
Lecture by Nathan Bijur.

c. The Mission Church and its activities.
One lecture.

d. The Parish or Settlement house of a city church.
Lecture by Rev. Leslie E. Learned.

e. The work of the city missionary.
Lecture by Rev. W. T. Elsing.

f. Men's Clubs as part of the church's work.
One lecture.

g. Women's Clubs and girls' classes; work of the King's Daughters.
One lecture.

h. Relation of church charities to general philanthropy.
Lecture by Anna Garlin Spencer.

9. Visiting Nursing as a Social Factor.

Two lectures by Lillian D. Wald.

a. The visiting nurse in the home.

b. The visiting nurse in the neighborhood.

GROUP E.

The Care of Needy Families in Their Homes.

Sixty lectures commencing Monday, Jan. 30, 1905.

Under this title will be treated the work of the large range of agencies, called by various names: Associations for Improving the Condition of the Poor, Relief and Aid Societies, Charity Organization Societies, Associated Charities and many others. These societies are widely distributed and at the present time, afford the most numerous opportunities for trained social workers. To be fully qualified for work of this kind, an agent requires the widest knowledge of the principles and methods of charity and reform. Dealing as he must with every kind of human need, there is nothing in charitable and correctional work with which he does not, or may not, come in touch. He should understand all the public and private agencies for help and reform of the nation, the State and the municipality. If he is as thoroughly informed as he should be, he will be called upon for counsel and aid in many kinds of related work. The modern conception of charity involves the co-operation of every effort and the agent of the C. O. S. is the one through whom, more than through any other means, efficient co-operation must be effected.

1. The Principles of Relief.

Twenty lectures by Edward T. Devine.

This series will be based upon the lecturer's book, "The Principles of Relief," and use will be made of the typical relief problems in Part II. of that volume. The lectures, however, will supplement and not repeat the text. The topics which follow will be treated in about twenty lectures, several of them probably requiring two or more lectures.

a. Relief and the State. Division of work with private agencies. Outdoor and indoor relief.

b. Relief and the Church. Effect of separation of church and state. The church as a general relief agency in modern communities.

c. Relief and the Organized Charities. Hospitals, homes, relief societies and special agencies. The charity organization society.

d. Relief and the Dependent. Who need help, and why? Development of strength *vs.* insurance of comfort.

e. Relief and the Poor. Effect of charity upon relatives, neighbors, employers, landlords. Dr. Chalmers' opposition to all official charity.

f. Relief and the Giving Public. The charitable motive. How far can our charities become democratic? Relief value of large and small donations in various kinds of work.

g. Relief and Social Betterment. The settlements, neighborhood movements. Positive social work.

h. Relief and the Schools. "Ragged" and "soup" schools, industrial schools, kindergartens, the public school system in its relation to public relief, to private societies. Extension of educational system.

i. Relief and the Home. The family unit. What constitutes a home? Rival forces in the community. Collateral relatives. Neglect of children. Non-support. Desertion. Extent to which relief may restore or preserve the home.

k. Relief and the Individual. The individual an integral part of family, community, church and State. Influence of almsgiving and preventive charity respectively on social characteristics. The physical type, health, vigor, efficiency, medical and surgical relief, personal and domestic hygiene. Public concern in the health and well-being of the individual.

2. History of the Development of the Scientific Method in Charity.

Ten lectures by Alexander Johnson and others.

a. Herr von Vogt in Hamburg in the 18th Century.

b. Ozanam, and the Rise of the St. Vincent de Paul Society, in Paris.

c. Dr. Chalmers and his Parish in Glasgow.

d. The Elberfeld Movement.

e. Associations for Improving the Condition of the Poor, the Provident Associations, etc., in the United States in the middle of the 19th century.

f. The London Mendicity Society and the Charity Organization Society which grew out of It.

g. The Early Charity Organization Societies in the United States, Philadelphia, Buffalo, Etc.

h. The Associated Charities of Boston and the New York Charity Organization Society.

i. The Spread westward.

k. The Status to-day.

3. System and Methods of a Charity Organization Society.

Fifteen lectures by Robert W. de Forest and other officers of the New York Charity Organization Society and members of its force.

In connection with this course and the three following, the students will be given practical observation and work in the offices of a thoroughly equipped society. The duties of the different officers and agents will be clearly and fully explained and illustrated in detail. The members of the class will each be given some actual work to do, under direction.

a. The General Organization. The Board of Directors, etc. How to start a Charity Organization Society. Methods of securing financial support.

b. The General Secretary and the Central Office Force.

c. The Registration System. The street record and index.

d. Receiving Applications. Theory and practice. How to take the first application. Importance of proper attitude of mind of agent to the society and to the applicant.

e. Investigation. Its theory and practice. How to investigate a case. Illustrated by actual records.

f. Investigation and reports upon applicants for aid, for other societies and benevolent individuals, with illustrative cases.

g. Methods of Securing Material Relief for Aidable Cases. Emergent relief, effective relief, the pension system.

h. Methods of Securing Co-operation in Relief, and Other Co-operation with Other Societies and Individuals, with Cases.

i. Methods of Securing Relief by Employment and other ways.

k. The District Committees, Officers and Agents.

l. The Theory and Practice of Friendly Visitation, with Cases.

m. Dealings with the Unemployed and Homeless Men. The Woodyard.

n. Dealings with Unemployed and Incompetent Women. The Laundry.

o. Investigations of and Reports Upon Other Societies, with Cases.

p. Adaptation of the System to the needs and conditions of the smaller cities and villages.

4. Investigation and Treatment. Illustrated by a Study of Actual Case Records.

Ten lectures by Mary E. Richmond.

a. The Basis of Fact. A broad basis is especially needed in the care of families. A narrow basis is still in general use. The investigator's attitude of mind. Its influence upon the poor and the charitable. The psychology of false statements. Value of slight clues; of unused clues.

b. The First Interview. In the home or in the office? The introduction. Note taking. Outline of necessary facts. Value of indirect questioning. Danger of "leading" questions; of questions about personal habits; of premature advice or promises. The family's own plans. The man of the family must be seen. This first interview the supreme test of the skilled worker.

c. Completion of Investigation. Suspended judgment. Sources of outside information. Method of approach.

Value of letters of recommendation. Caution as to present neighbors, present landlords, present employers. The key position of relatives. Out of town inquiries. When not to investigate. When to stop investigating. Advantage of breaking through routine. Divorce of investigation from treatment fatal.

d. Study of the Social Forces Available in Treatment. Forces within the family. Personal forces. Neighborhood forces. Civic forces. Private charitable forces. Public relief forces. Their infinitely varied combinations. Their re-combination the charity worker's task.

e. The Man of the Family. Relation of good government to this and the succeeding topics. Non-support and wife desertion. Families of drunkards and vagabonds. Unemployment and the work test.

f. The Woman of the Family. The wife as homemaker; as wage earner. Early and improvident marriages. Wisdom with children. The breaking up of families.

g. The Children of the Family. As applicants for charity. Child beggars. Cruelty and probation cases. School and child-labor problems. School scholarships. Defectives.

h. The Sick and the Aged. Hospital *versus* home care. The place of the Dispensary. Need of closer relations between medical agencies and the home. Convalescent care. Tuberculosis. Surgical appliances. Pensions versus institutions for the aged.

j. Place of the Volunteer in Treatment. Necessary part of all long plans. What are friendly visitors? How to win, start and keep them. Tests of their work. Their relations to relief, and to paid workers. Other forms of volunteer service.

k. Place of the District Committee in Treatment. The village community. The normal as the test of abnormal-

ity. The district habit of mind underlying the district plan. Forms of district organization in our large cities. How to start a new district. Methods of conducting meetings. Tests of good case work. Aims and ideals.

5. A Modern Mendicancy Department.

Lecture by James Forbes.

The Combination of Police Power with Constructive Charity. Repression of beggary, but friendly help for the beggar. Illustrated by a number of actual cases treated in the New York Charity Organization Society Mendicancy Department.

6. The Homeless Man.

Two lectures by C. C. Carstens.

a. Various types: The restless wanderer; the deserting husband; the drinking man; the deficient man. How the ranks are recruited.

b. The Various Remedies: The police station; mission shelter; cheap lodging houses; the Wayfarers' Lodge and Woodyard; municipal lodging house; the Farm Colony, with indeterminate sentence.

7. Hospitals, Dispensaries and Diet Kitchens.

Three lectures by Silas F. Hallock, M. D.

The prominence of sickness among the causes of poverty makes it especially important that persons who work among needy families in their homes, should be acquainted with the institutions that have been evolved for the care of the sick and when and how to make use of them to the best advantage.

a. Hospitals: Historical sketch. Relative efficiency of ancient and modern hospitals. Classification. State, municipal and private hospitals. General, special and

contagious disease hospitals. Duties of each kind to the public, and how each may be used to the best advantage.

b. Hospitals (continued). Considerations which should determine decision as to Hospital Care:

(1) Physical condition of the patient; when hospital care is necessary; when it is desirable, but not necessary; when home treatment is best.

(2) Financial circumstances of the family.

(3) Hygienic conditions; danger of contagion to other members of the family and to neighbors.

Present Needs in Hospital Provision. Convalescent Homes.

c. Dispensaries and Diet Kitchens.

(1) Dispensaries: Classification; connected with hospitals and independent. Visiting physicians and nurses and efficiency of each. The use and abuse of dispensaries.

(2) Diet Kitchens: Their importance; how they should be used. Inadequate supply.

GROUP F.

Child Helping Agencies.

Forty lectures commencing Monday, Mar. 6.

Child-helping is one of the most effective preventives of the evils which charities and correction seek to alleviate. The institutional methods and the home-finding plans are equally worthy of study and each have their essential place in the general scheme.

1. The Care of Destitute, Neglected and Delinquent Children.

Ten lectures by Homer Folks.

a. Development of the Sense of Social Responsibility for the Well-being of the Child: Protection from death. Protection from violence. Protection from physical neglect. Protection from moral neglect and exposure. Protection from overwork. Protection from ignorance.

b. The Care of Destitute Children in the United States prior to 1875: Conditions in the early part of the century. Public institutions of New York City, Philadelphia and Boston. Children in almshouses. Indenture system. Early orphan asylums. Types of institutions. Development of placing-out agencies.

c. The Movement for the Removal of Children from Almshouses: Growing consciousness of the unfitness of almshouse care. Part taken by the State Boards of Charities. Sketch of legislation in various states. Present conditions. Study of movement as a whole as an instance of a social reform through legislation under a Federal system.

d. Substitutes for Almshouse Care: State and County systems. State schools for dependent children in Michigan, Minnesota, Wisconsin and elsewhere. County Children's Homes in Ohio, Connecticut and Indiana. State placing-out systems in Massachusetts and New Jersey. Consideration of the State as an agency for child-caring work.

e. Public Support in Private Institutions: Historical sketch of the development of the New York system. Changes introduced by revised constitution of 1894. Development of the system in California, District of Columbia and Maryland. Study of tendencies of the system.

f. Growth of Private Charities for Destitute and Neglected Children: Multiplication of Institutions. Development of placing-out societies. State regulation of placing-out. Care of homeless mothers with babies. Care of foundlings. Girard College and similar institutions.

g. Delinquent Children: The probation system. Real meaning of the probation system. Recent extension of the system. The Juvenile Court movement.

h. Reformatories for Juvenile Offenders: Historical sketch of reformatory system in the United States. Essential features of the best reformatories.

j. Child-saving Abroad: Substitutes for almshouse care in England. Separate and district schools. Cottage homes. Boarding-out in England, Ireland and Scotland. Child-saving in France and Germany. Child-saving in Australia.

k. Present Tendencies: As to administration. Increasing efficiency of institutions and of placing-out agencies. Differentiation of work.

2. Problems of the Institution.

Five lectures by R. R. Reeder.

The point of view from which the problems of institution training will be discussed in these lectures, is that of the child normally situated in the family.

a. The Physical Development of the Child (one lecture): The limitations of the institution in the matter of physical environment; rural and urban locations, the cottage and congregate systems. Range of exercise in play and in work. Dietary: "Institution brands" in food stuffs; records of weights and measures of children; the relation of growth and health to the dietary.

b. The Intellectual Development of the Child (two lectures):

c. (1) Education through play; the games and plays of institution children; under what conditions may the imaginative element function in play? Its importance. The school: institution or public school? What should be the curriculum for children who must become self-supporting at the early age of fourteen years? (2) Correlation of educative material from the domestic, industrial, economic and social life of the child in formal school work. Influence of the cottage system versus congregate housing in the intellectual development of the child.

d. Economic and Industrial Training (one lecture): The abnormal condition of the institution child with respect to economic training; how to awaken his interest in the sources of food and clothing supplies. How to train the child in the use of money; the four problems involved—earning, saving, spending and giving.

e. The Moral and Religious Training of Children in Institutions (one lecture): The value of the property interest in moral training. Individual responsibility in the clothing, material used in industrial work, etc. Discipline, moral incentives, freedom, coercion, punishments, etc. Religious instruction, rote-learning, form, etc.

3. The Organization and Management of a Society for Helping Children.

Five Lectures by Alexander Johnson.

a. Preliminary consideration of local conditions. Study of legal aspects. Defects of legislation and efforts for better laws where such are needed.

b. Methods of interesting the public. Securing co-operation of public officials. The help of the churches.

c. Co-operation with leading charity societies. Need to avoid duplication and rivalry. The work of the police in child-saving.

d. Organization of the Society. The Board of Directors. Work of volunteer officers and members. Methods of securing financial support.

e. Officers, agents and the central office work. Records and book-keeping. Importance of accurate and continuous records.

4. The Practical Work of the Committees and Agents of a Child-helping Society.

Ten lectures by Hastings H. Hart and others.

a. How to find the children who need aid. Questions of relatives. When is it right to break up a family?

b. Methods of Children's Aid without taking children from relatives. Friendly visiting as a part of child-helping. The Home Libraries plan.

c. Methods of getting charge of the children to be helped. Police powers of agents. Commitments legal and voluntary. Laws of various States on commitments and indentures. The Board of Children's Guardians.

d. First treatment of the rescued child. Careful study of the child. The temporary home, the way station.

e. How to find the adoptive home. The selection of the home. Things essential and things desirable. Conditions as to education; conditions as to religious instruction; conditions as to play and amusements. Definite recognition of the child's place in the foster family.

f. Study of the adoptive family. The head of the house (husband or wife). Other members of the family. Is there room for one more? Purpose of foster parents in taking a child.

g. Study of the home and the child. How do the conditions of each harmonize. Physical and mental harmony. The city child in the country home.

h. How to place the child in the home. Securing a welcome. The first introduction. Definite understanding of rights and duties on the part of the foster parents. Definite recognition of the authority of the foster parents by the child.

i. After care and visitation. Written reports vs. personal visits. Local advisory committees. Visits from agents having authority to withdraw the improperly treated child, or the one who does not fit.

j. Return to the temporary home (way station). Treatment on return. Replacement in a new foster home. Summary and conclusion.

5. Placing Out and Probation.

Two lectures by Charles W. Birtwell.

6. The State and the Defective Child.

Two lectures by Alexander Johnson.

a. Theory of State Care and Support as well as Education for the Defective (blind, deaf and feeble-minded).

b. Methods of Education of the Deaf and Blind.

7. The Feeble-minded Child. Psychical and Physiological Problems.

Lecture by Martin W. Barr, M. D.

8. Methods of Education and training of Feeble-minded and Backward Children.

Five lectures by Edward R. Johnstone.

a. Child Study Applied to the Feeble-minded.

b. Physical Education.

c. Moral and Mental Education.

d. Industrial Education.

e. Training School for Teachers of the Feeble-minded.

9. Defective and Backward Children in the Public Schools.

Two lectures by Elizabeth E. Farrell.

a. Physical and Mental Defects of Public School Children. Statement of the sensory and the motor defects found in school children, with a consideration of their causes and their results.

b. Special Classes for Backward Children in the Schools. Organization, equipment, teachers, children, medical inspection, course of study, after care, aim.

GROUP G.

Treatment of the Criminal Reformatory Methods. Probation.

Thirty-one lectures commencing April 25th.

1. The New Penology, Its Principles and Problems.

Ten lectures by Samuel J. Barrows.

The New versus the Old Penology; A Study of the Theory and Practice of Repression; New Conceptions of Social Duty; Different Tendencies in the New Penology; Resources.

a. Prophylactic aspects of modern penology; a study of crime and of preventive measures. How the area of prevention can be enlarged.

b. A study of offenses; criminal codes; social standards. A study of penalties. Increase in the categories of crime.

c. A study of offenders. Criminal anthropology. Questions of organization and responsibility. Casual offenders; juvenile and hardened offenders.

d. The treatment of the offender before trial; rights of the accused during trial; the jury system; juvenile offenders; juvenile courts; "The Criminal Insane."

e. The treatment of the offender after trial. Correction

without imprisonment. The probation system. The reformatory system; the indeterminate sentence.

f. The therapeutic, moral and economic aspects of prison labor.

g. The discharged prisoner; conditional liberation; the best way of re-instating him in society.

h. The rounder or recidivist. The legal treatment of drunkenness.

j. Open questions and problems in penology.

2. Prison Labor.

Five lectures by Joseph P. Byers.

a. The Necessity of Labor:

Labor as a source of profit.
Labor as a means of education.

b. The Lease System.

c. The Contract System.

d. The Piece-price Plan.

e. The Public Account, State Use and Public Works Systems.

3. Minor Correctional Institutions.

Five lectures by Alexander Johnson.

a. The Police Station, Lock-up and Calaboose.

b. County Jails, Illustrated by descriptions of the Jails of the Middle States (Ohio, Ind., Ill. &c.)

c. County Jails *vs.* District State Workhouses.

d. The Tramp as a Misdemeanant; or an Object of Charity.

e. A System of Correctional Institutions of a Typical State (Ind.).

4. Principles and Methods of Reformatory Work.

Five lectures by Katharine Bement Davis.

a. Principles Involved in Reformatory Work:
   Sketch of their development.
   Growth of reformatory institutions.
   Differences in work for men and women based on (1) physiological, (2) social, (3) economic differences.
   Organization:
   The cottage *vs.* the congregate plan.
   Classification:
   Its proper objects; its proper bases.

b. Discipline:
   Its purpose; possible points of view.
   Repression *vs.* self-control.
   Restraint *vs.* liberty.
   (How much of these are desirable and practicable.)
   Punishments.

c. Promotion and Parole:
   For what should we promote?
   Marking systems—their use and abuse.
   The basis of parole.
   Length of parole.
   Supervision during parole.

d. Educational Work:
   (1) Industrial—for general development; as preparation for earning a livelihood; local economic conditions; kinds of work; methods of teaching. (2) Scholastic—Organization of school work; purpose; subjects; methods. (3) Physical. (4) Moral.

e. The Food Problem:
   Its importance in institutional work; (1) for

health; (2) for discipline. Physiological requirements; ration allowance; management of supplies; variety in diet—construction of bills of fare.

5. Probation Work for Girls and Women.

Five lectures by Ada Eliot.

a. The Criminal Courts; the police court, its function and importance; special and general sessions. The part played by probation in the court.

b. The first probation law; the New York law; in other states. The duties of a probation officer. The course of proceeding in cases referred to a probation officer.

c. What cases are suitable for probation and why; the alternatives to probation. The probation officers' attitude towards prisoners; in investigation; in reporting to court; in after treatment.

d. The underlying principle of probation the same as that of modern education. Is there a criminal class? Is a continuation of supervision and influence desirable after probation is terminated?

e. The actual and ideal attitude of the philanthropist toward those he wishes to help. Government regulation of private morals.

6. The Practical Art of Dealing with Wayward Girls.

Lecture by Frances F. Morse.

The necessity of the institution.
How the institution can be made to meet the need; (1) individual study; (2) home atmosphere, cottage system; (3) avoidance of the artificial in furnishings and equipments; (4) careful classification; (5) value of the right officers; (6) methods of discipline; (7) industries.

LIST OF STUDENTS

OF THE

SUMMER SCHOOL IN PHILANTHROPIC WORK 1898-1904,*

WITH POSITIONS IN

SOCIAL WORK ATTAINED.

CLASS OF 1898.

BIRNBAUM, MARTIN, 37 Liberty street, New York City, attorney-at-law. Has done work in connection with Hungarian immigration.

BROWN, LINCOLN E., Calvary House, Wilkesbarre, Pa., organizer of boys' club work at Hale House, Boston, 1896-8; at St. Luke's Parish, Scranton, Pa., 1899-1901; in Boy's Industrial Association, Wilkesbarre, Pa., 1902-1903; in Calvary Parish, Wilkesbarre, Pa., March, 1903, to present. Has studied methods of boys' club work and contributed articles on such questions to "Men of To-Morrow," "How to Help Boys," "Diocesan Record," and Scranton and Wilkesbarre press. Has published "Ideal Boys' Club," "Boys' Club Log Book."

BOWLEY, MARY (Mrs Montague Webb), Fresh Creek, Andros Island, Bahamas.

CLAGHORN, KATE HOLLADAY, 81 Columbia Heights, Brooklyn, N. Y., secretary-treasurer, Association of Collegiate Alumnæ, 1898-1900; research work for the United States Industrial Commission on subject of foreign immigration, 1900-1901; editorial work, United States census, 1902; assistant registrar of records, Tenement-house Department of the City of New York, since July, 1902.

**Corrected to August 1st, 1904.*

Clary, J. B., 208 West Eighty-fourth street, New York City.

Collins, Florence B. (Mrs. Cragie), Ramsgate, England.

Conyngton, Mary Katherine, 32 Westminster street, Providence, R. I., secretary Society for Organizing Charity.

Damer, Annie, 330 East Nineteenth street, New York City, agent Charity Organization Society, Buffalo, 1899-1904; at present visiting nurse, out-patient department, Bellevue Hospital, tuberculosis division. Has been volunteer tenement inspector, Buffalo; chairman Committee on Investigation, Consumers' League, Buffalo, and member of New York State Board of Nurse Examiners.

Davenport, Frances G., 11 Francis avenue, Cambridge, Mass., Vassar College, Poughkeepsie, N. Y., took degree of Ph. D., Chicago University, June, 1904; at present teaching mediæval history, Vassar College.

Earle, Isabella B., 44 Avon avenue, Newark, N. J.

Garvin, Norma, Lonsdale, R. I., teacher in kindergarten and in girls' clubs.

Griffith, Emily (Mrs. Arthur M. Beardsley), 31 Cottage Place, Utica, N. Y., teacher in Mrs. Piatt's School, Utica, N. Y., to June, 1899. Has done some work in connection with summer playgrounds.

Hamlin, Mrs. Conde, The Marlborough, St. Paul, Minn., vice-president American Civic Assocation.

Krolik, Bell (Mrs. David Scheyer), 513 Brush street, Detroit, Mich.

Levere, Mrs., 303 West 137th street, New York City.

Marsh, Sarah Brayton, 48 Joy street, Albany, N. Y.

Moffat, Adelene, 63 Dryad's Green, Northampton, Mass., secretary of Home-Culture Clubs, 1889 to date.

Parsons, Florence J., 38 Palisade avenue, Yonkers, N. Y., general secretary and superintendent of the Woman's Institute, December, 1890, to date.

Ragsdale, Cora Kemp, Franklin, Ind.

REIMER, ISABELLA A., 28 North Maple avenue, East Orange, N. J.; has taken courses at Columbia University in the English poor law and socialism.

SMITH, KATHERINE E., Bronxville, N. Y., acting agent New York Charity Organization Society, October, 1899, to December, 1899; head-worker Alta Social Settlement, Cleveland, Ohio, 1899 to May, 1902; social secretary, May, 1902, to March, 1904. Has made studies of settlement and charity organization work in London, and of immigration.

SMITH, MRS. MARY ROBERTS, Palo Alto, Cal., associate professor of sociology, Stanford University; research assistant in economics and sociology, April, 1904, for one year. Is engaged in a study of Chinese immigration for which she has received an appointment from the Carnegie Institute.

SMITH, NELLIE M., 316 West Seventy-seventh street, New York City, is engaged in volunteer work in the Jacob A. Riis Neighborhood Settlement, 48 Henry street, New York City; chairman of press committee of the same, and member of the board of managers.

SPENCER, REV. ANNA GARLIN, 105 East Twenty-second street, New York City, director of the Winter Course in Philanthropy, 1903-04; associate director of the New York School of Philanthropy, and associate leader of the Ethical Culture Society of New York City.

TALBOT, HERBERT S., 640 Franklin avenue, Columbus, Ohio.

TAYLOR, ALICE S. (Mrs. Philip W. Ayres), Concord, N. H., general secretary of the Society for Organizing Charity, Providence, R. I., 1898-99.

TENNEY, ALVAN A., graduate student, Columbia University, 1898-99 and 1901-02; investigator, Committee on Dependent Children, New York Charity Organization Society, 1899-1900; graduate student, Paris and Berlin University, 1900-1901; assistant superintendent application bureau, Charity Organization Society and Assocation for Improving the Condition of the Poor of New York, 1902-03; secretary of Committee on Dependent Children, New York Charity Organization Society, to 1904. At present assistant in office of the secretary of the City Club of New York.

Towne, E. T., Waupun, Wis.

Whelpley, Philip B., 7 Maple street, Newton, Mass., in Europe during 1899; with New York Charity Organization Society 1900-1901, in work with dependent children; in charge of probation work in juvenile court of District of Columbia, 1902; director-in-charge of Co-operative Settlement in Philadelphia, 1903; especially interested in 1903 in co-operative coal clubs among colored people.

CLASS OF 1899.

Buck, William Bradford, The Capitol, Albany, N. Y., secretary Cuban Orphan Society, 1900-1902; secretary New York County Visiting Committee, 1901-1903; inspector New York State Charities Aid Association, 1902-1903; superintendent of inspection, New York State Board of Charities, 1903, to present date; has done legislative work for the State Charities Aid Assocation.

Cheney, Mrs. Matilda B., 201 Pond street, Providence, R. I., volunteer visitor, Society for Organizing Charity; on various boards of direction.

Cosper, Walter, 104 City Hall, Peoria, Ill., assistant secretary Charity Organization Society, Grand Rapids, Mich., 1899-1900; general secretary Associated Charities, Keokuk, Iowa, 1900-1901; general secretary Associated Charities, Peoria, Ill., 1901, to date.

Creelman, Albert, Department of Public Charities, 66 Third avenue, New York City.

Downey, Joseph Robert, 406 Main street, Pueblo, Col., secretary Associated Charities, Keoukuk, Iowa, 1899-1900; editor *Gate City*, Keokuk, Iowa, 1900; in real estate and insurance, Pueblo, Col., at present date; director in Pueblo Associated Charities.

Dynes, John Howard, 1305 Thirtieth street, Washington, D. C., United Stats Census office, 1899-1903; clerk Bureau of Corporations, United States Department of Commerce and Labor, 1903 to date.

Fernald, Hannah G., 1713 Madison Avenue, Baltimore, Md.

FORBES, JAMES, 105 East Twenty-second street, New York City, special agent, Mendicancy Committee, Charity Organization Society of New York City.

GHOST, GENEVIEVE (Mrs. E. E. Whitted), 1885 Gaylord street, Denver, Col., volunteer and manager in charitable socities in Denver.

GLOVER, EVA BALL, The Chestnuts, Lakewood, N. J., has done work with New York Charity Organization Society and resident work in settlements.

HASSE, ELSA A. (Mrs. S. F. Andrae), 253 Nineteenth street, Milwaukee, Wis.

KEPPEL, HERBERT G., 616 Foster street, Evanston, Ill., teacher of mathematics in Northwestern University, 1899 to date.

KING, FREDERICK A., University Settlement, 184 Eldridge street, New York City, with Charity Organization Society, 1900-1901, police court probation officer, New York City, and resident at University Settlement, 1901-1904.

MITCHELL, JANE H., died, June, 1902.

MOHR, ALBERT G., Cambridge, Vt., student at Union Seminary; pastor since graduation.

RICHARDSON, BERTHA, 86 South Oxford street, Brooklyn, N. Y., took one year of graduate work in economics and sociology, Vassar College, 1899-1900; with New York Charity Organization Society since July, 1900; at present assistant agent of Chelsea district.

SHUFRO, JACOB J., 11 Eldridge street, New York City.

WEATHERLY, ULYSSES GRANT, University of Indiana, Bloomington, Ind., studied at Columbia University, 1899-1900; resident at Union Settlement, New York City, 1900; member County Board of Charities since 1901; president Bloomington Associated Charities since 1902; professor of economics and social science, University of Indiana.

CLASS OF 1900.

ALLEN, CHAS. B., North Sedgewick, Me., formerly visitor and night clerk in Brooklyn Bureau of Charities; is studying medicine.

Austin, Edith Parkhurst (Mrs. Wm. Devaux), Seattle, Wash.

Capen, Edward Warren, Jamaica Plain, Mass., graduate student, Columbia University, 1900-01; Ph. D., 1904; lecturer on public charities of Connecticut, Hartford Theological Seminary, 1901-1904; author of a history of the development of the Connecticut Poor Law.

Carstens, Christian Carl, 105 East Twenty-second street, New York City, assistant secretary Philadelphia Society for Organizing Charity, 1900-1903; assistant secretary New York Charity Organization Society, 1903 to present date; took graduate work in sociology, economics and political science in University of Pennsylvania for degrees of A. M. (received 1900) and Ph. D. (received 1903); has made a study of the social value of certain American endowments, to be published in Charities.

Clark, Dora (Mrs. James S. Carter), Cincinnati, Ohio; settlement work.

Cross, Florence Ledyard, 38 Birr street, Rochester, N. Y., scholar at College Settlement, New York City, 1900-1902; probation officer, Essex Market Court, New York City, 1901-02; took graduate work in sociology and political economy, Columbia University, 1901-1902. Since January, 1903, chairman Committee on Industrial Conditions as they affect Women and Children, New York State Federation of Women's Clubs.

Daniels, Mary A., 1230 Amsterdam avenue, New York City, student at Columbia University.

Dawson, Sister Dora, 32 Irving Place, Brooklyn, N. Y., member of Order of Trained Christian Helpers.

Eliot, Ada, 130 East Twenty-seventh street, New York City, district agent Boston Associated Charities; secretary Committee on Dependent Children, New York Charity Organization Society; probation officer Harlem Court, New York City; probation officer Court of Special Sessions, New York City.

Folks, Ralph, 1028 Park avenue, New York City, with New York Charity Organization Society, 1900-1902; inspector of tenements, Tenement-house Department of the City of New York, 1902, to date;

studied at New York Law School; admitted to New York State Bar, June, 1904.

Frawley, Josephine V., 66 Third avenue, New York City.

Goodyear, Caroline, 1730 Broadway, New York City, agent Fourth district, New York Charity Organization Society, April, 1900, to date; student in New York School of Philanthropy, 1903-04.

Hiser, Perry N., 52 State House, Indianapolis, Ind., director Truancy Department, Indianapolis public schools, until June, 1903; since then state agent Board of State Charities, Indiana.

Hoagland, Susan W., 206 Quincy street, Brooklyn, N. Y., assistant agent, 1900-1902, and agent, seventh district, New York Charity Organization Society, 1902, to date.

Kelsey, Carl, 218 DeKalb Square, Philadelphia, Pa., superintendent Aid Department, Illinois Children's Home and Aid Society, 1900-1901; instructor in sociology, University of Pennsylvania, 1903, to date; took graduate courses in sociology, etc., University of Pennsylvania, 1901-1903, for degree of Ph. D., received June, 1903; published "The Negro Problem," 1904.

Kimball, Charlotte (Mrs. Simon N. Patten), 202 South Forty-first street, Philadelphia, Pa., Pepper fellow in sociology, University of Pennsylvania, 1900-01; head-worker Neighborhood House, Louisville, Ky., 1901-02; instructor in amusements, Bedford Reformatory for Women, July to September, 1902; took seminary work at University of Pennsylvania (spent at Hartley House, New York, as resident) leading to A. M. degree, 1902-03. Married September, 1903.

Kimber, Mrs. Mary S., 225 West Thirtieth street, New York City, with New York Colored Mission, 1891, to date; has taken Northfield correspondence course in Bible study.

Kribs, Herbert G., 314 East Thirtyfifth street, New York city.

Lockwood, Louise Benedict, 142 Orchard street, New York City, teacher in Mrs. Jaudon's School, New York City, 1900-1902; house secretary for Society for Ethical Culture, New York City, 1901-03; secretary Manhattan Trade School for Girls, 1902-03; headworker Music School Settlement, New York City, 1903, to date; has taken

courses at League for Political Education, and Professor Griggs's course in Spinoza; director of three girls' clubs; chairman of standing committee on sub-chapters for the College Settlements Associations; chairman of committee on women's clubs of the Consumers' League; playground attendant, Corlear's Hook Park, autumn, 1903.

LOWENSTEIN, SOLOMON C., 356 Second avenue, New York City, head-worker Jewish Settlement, Cincinnati, 1900-01; superintendent United Jewish Charities, Cincinnati, 1901-04; rabbi Hebrew Union College, Cincinnati, 1901; at present, assistant manager United Hebrew Charities, New York City.

PARK, ELMER R., 30 North Fourth street, Keokuk, Iowa, general secretary Associated Charities, Keokuk, Iowa.

RUBENSTEIN, RAY, Educational Alliance, East Broadway, New York City, chief clerk and private secretary to the superintendent of the Educational Alliance, New York City.

SABIN, MRS. WM. W., 1303 Bergen street, Brooklyn, N. Y.

TOWER, ELIZABETH BATES, 179 West Seventy-sixth street, New York City, assistant agent, third district, New York Charity Organization Society, 1900-1901; agent for Committee on Dependent Children, New York Charity Organization Society, to May, 1903; at present, examiner of charitable institutions, Department of Public Charities, New York City.

WHITMAN, JOHN P., 640 Harrison avenue, Boston, Mass., superintendent of South Bay Union (club-house); connected with South End House.

CLASS OF 1901.

ACTON, MINA L., 118 West 118th street, New York City, with Charity Organization Society of New York until June, 1904; at present in office of the secretary of the City Club of New York City; student in New York School of Philanthropy, winter of 1903-1904.

ALLEN, WILLIAM H., 105 East Twenty-second street, New York City, general secretary New Jersey State Charities Aid Association, June, 1901—April, 1903; general agent New York Association for Improving the Condition of the Poor, April, 1903 to date.

ALLINE, ANNA L., 402 West 124th street, New York City, superintendent of special training for nurses, Teachers' College, Columbia University.

CAMP, WM. ROSWELL, Palo Alto, Cal., investigator, New York Charity Organization Society, August, 1901, to May, 1902; inspector of tenements, Tenement-house Department of the City of New York, June, 1902, to March, 1904; has also done probation work at Court of Special Sessions; at present engaged in ranching.

CHASE, JOSEPH AUBREY, 870 President street, Brooklyn, N. Y.

DINWIDDIE, EMILY W., Greenwood, Albemarle County, Va., investigator, assistant agent, acting agent and editor of "Charities Directory" for New York Charity Organization Society, 1901-1903; inspector of tenements, Tenement-house Department of the City of New York, 1903; investigator of housing conditions in Philadelphia for the Octavia Hill Association, 1903-1904; resident at Whittier House, Jersey City, 1901-1902; at Greenwich House, New York City, 1903, and at College Settlement, Philadelphia, 1903-1904; took courses in economics and sociology, University of Pennsylvania, 1903-1904; compiled "Tenants' Manual" for Greenwich House.

DREYFOUS, MRS. CARRIE, 56 West 112th street, New York City, member of the district committee, ninth district, New York Charity Organization Society; worker at the Home Settlement, West Eighty-second street.

DUTCHER, ELIZABETH, 39 Pierrepont street, Brooklyn, N. Y., friendly visitor, and on case committee for the Brooklyn Bureau of Charities; graduated from Pratt Institute in the normal domestic science course, June, 1903; teaches cooking, sewing and city history.

EICHBAUER, CAROLINE M., 105 East Twenty-second street, New York City; investigating agent, New York Charity Organization Society.

EINSTEIN, MRS. WILLIAM, 121 East Fifty-seventh street, New York City, president of the Federation of Jewish Sisterhoods for Personal Service.

FLETCHER, ELIZABETH LEBARON, Amherst, Mass., conducted vacation school for colored children of mission Sunday-school, 1903; as-

sistant treasurer of penny provident fund, Amherst Station; is now conducting a girls' club (colored girls), and is taking a course in practical sociology at Amherst College.

FREEHOFF, J. C., 415 West 118th street, New York City, visitor New York Charity Organization Society, 1901-1902; inspector of tenements, Tenement-house Department of the City of New York, 1902, to date.

GARRETT, LAURA, 126 South Ann street, Baltimore, Md., district agent of the Charity Organization Society.

GILMAN, LAURA E., 421 Hanover street, Boston, Mass., agent, sixth district, Associated Charities of Boston, to date.

IRWIN, EDITH COELIA, 15 Lake avenue, Yonkers, N. Y., rent collector for two tenement properties in Yonkers; member of a committe appointed by the mayor of Yonkers to revise the tenement-house law.

LANE, RICHARD H., 98 Bleury street, Montreal, Canada, with New York Charity Organization Society until June, 1902; secretary Charity Organization Society, Montreal, Canada, June, 1902, to date.

LIES, EUGENE T., 365 Wells street, Chicago, Ill., district agent, Charity Organization Society, Buffalo, N. Y., to November, 1901; district superintendent from December, 1901, to March, 1904, and at present department superintendent of Chicago Bureau of Charities; now taking course at Social Science Institute, Chicago.

MEGEE, MRS. MATTIE J., 2409 North Howard street, Philadelphia, Pa., superintendent northeast district, Philadelphia Society for Organizing Charity, April, 1901, to date; has taken part in establishment of a boys' club and reading-room.

PALMER, EDWIN A., Normal, Ill.

PEACOCK, DANIEL A., 49 Fourth avenue, Brooklyn, N. Y., resident worker at Bowery Young Men's Institute.

PERSONS, WILLIAM FRANK, 4 Gorham street, Cambridge. Mass., formerly assistant editor of CHARITIES and assistant secretary of New York Charity Organization Society; assistant secretary of National Conference of Charities and Correction, 1903; since 1903, studying at Harvard Law School.

Reeds, Mrs. Clara L., 489 Courtlandt avenue, New York City, assistant agent, 1901-1902, and agent, 1902, to date, of New York Charity Organization Society.

Rutherford, Anna E., 101 West Saratoga street, Baltimore, Md., general secretary for the Henry Watson Children's Aid Society of Baltimore, 1901, to date.

Sayles, Mary Buell, 6 Barrow street, New York City; visitor Brooklyn Bureau of Charities, August, 1901; fellow College Settlements Assocation, 1901-1902; investigating housing conditions, Jersey City; inspector of tenements, Tenement-house Department of the City of New York, October, 1902, to date.

Schenck, Mrs. Anna, 4535 Morgan street, St. Louis, Mo.

Schwerin, Mrs. Nettie P., 100 West Eightieth street, New York City, head of Education Alliance Summer Home, June, 1903; in charge of College Settlement playground, July and August, 1903; has taken courses in education, history, economics and sociology; 1901-1904, at Columbia University.

Taylor, Lily E., Associated Charities, Toronto, Canada.

Thompson, Helen D., 65 Bedford street, assistant agent, tenth district, New York Charity Organization Society, to April, 1902; sanitary inspector for the Civic Sanitation Association of the Oranges to October, 1902; inspector of tenements, Tenement-house Department, City of New York, October, 1902, to date.

Van Boskerck, Sarah M., 544 West Front street, Plainfield, N. J., general secretary Organized Aid Association, Plainfield, N. J., 1900, to date; assistant secretary New Jersey State Conference, 1902-1903; member of Union County Committee of the State Charities Aid Association of New Jersey.

Verhoff, Mary, 825 Second street, Louisville, Ky.

Wheeler, Jessie J., 109 East Ninth street, Erie, Pa., assistant in University Settlement, Cincinnati, October, 1901, to February, 1902; assistant at Union Bethel, Cincinnati, February, 1902, to June, 1902; teaching in High School, Erie, Pa., 1903, to date; represented the International Board of Young Women's Christian Associations at Chautauqua, summer of 1903.

WHITE, J. O., Cincinnati, O., head-worker Union Bethel Settlement.

CLASS OF 1902.

ANDREWS, ANDRELA L., 606 Montgomery street, San Francisco, Cal.

BATES, MRS. HELEN PAGE, sociological department, State Library, Albany, N. Y.

BLACKADER, JEAN H., 365 Wells street, Chicago, Ill., assistant superintendent, June, 1902—June, 1904, and at present superintendent, lower north district, Chicago Bureau of Charities; has attended lectures of the Chicago Social Science Center and been a resident at Hull House, where she is still a volunteer worker.

BRANDT, LILIAN, 105 East Twenty-second street, New York City, statistician of the committee on the prevention of tuberculosis of the New York Charity Organization Society, September, 1902, to date.

BREED, MARY I., secretary of the Associated Charities, Malden, Mass.; organized the Assocated Charities of Concord, N. H., March to July, 1904.

BROWN, ADELINE E., 146 East Thirtieth street, New York City.

BYALL, JAMES BRUCE, 218 DeKalb Sq., Philadelphia, Pa., manager of University of Pennsylvania Settlement to 1904; at present manager of Phipps Institute, Philadelphia, Pa.; has taken graduate work at the University of Pennsylvania.

CHACE, LYDIA GARDINER, 75 Irving avenue, Providence, R. I., fellow of College Settlements Association, 1902-1903.

COOK, SUSAN B., 607 Howard avenue, N. W., Washington, D. C., superintendent Children's Temporary Home, Washington, D. C., since January, 1899.

CUTHEL, MRS. LOUISE, 77 East 124th street, New York City.

DAVIS, OTTO WATSON, 20-21 Norwood Building, Paterson, N. J., assistant agent, first district, New York Charity Organization Society, to April, 1903; since that date, in charge of Charity Organization Society of Paterson, N. J.

DE HART, MINA WINSLOW, 26 Jones street, New York City, superintendent Charity Organization Society, Elizabeth, N. J., 1901-1903; at present cooking teacher, Greenwich House, New York City.

DE LAEK-KROMBACK, 1554 Lexington avenue, head-worker Zion House, Buffalo, N. Y.; since January, 1903, superintendent Young Women's Hebrew Assocation; has worked with Home Circles of Working Girls three years.

DRAPER, MRS. HELEN FIDELIA, 121 East Thirty-sixth street, New York City, has engaged in volunteer work.

ELMORE, EDITH G., 65 Greene avenue, Brooklyn, N. Y.

FORMAN, GRACE, 210 West Eightieth street, New York City, substitute nurse, seventh district, two months, to September 1, 1903, and nurse for tuberculosis committee of New York Charity Organization Society eight months, to April 1, 1903; nurse for tuberculosis cases from Vanderbilt Clinic, ten months, to February 12, 1904; recording secretary of the Alumnæ Assocation of the New York City Training School for Nurses.

HIGGINS, ALICE L., 232 Aspinwall avenue, Brookline, Mass., assistant secretary, November, 1902—October, 1903, and general secretary, October, 1903, to date, of Boston Associated Charities; recording secretary of Boston Assocation for the Relief and Control of Tuberculosis.

HOBART, MARY T., 419 W. 118th street, New York City.

IVES, EUNICE (Mrs. Walter Maynard), 114 East Fortieth street, New York City, friendly visitor, Chelsea district, New York Charity Organization Society; on board of managers of Metropolitan Training School, Blackwell's Island. Married April 14, 1903.

JOHNSON, CHARLES HENRY, Dobbs Ferry, N. Y., secretary committee on prevention of tuberculosis, New York Charity Organization Society, 1902-1903; superintendent St. Christopher's Home for Children, Dobbs Ferry, N. Y., April, 1903, to date.

KELLOGG, PAUL UNDERWOOD, 105 East Twenty-second street, New York City, assistant editor of CHARITIES, 1902, to date; resident at Greenwich House, New York City; work in department of political economy, Columbia University.

KELLOR, FRANCES A., 95 Rivington street, New York City, fellow College Settlements Association, 1902-1905, making special study of employment agencies; secretary Inter-Municipal Committee on Household Study.

KUNZ, LOIS C., 232 East Fifteenth street, New York City, inspector of tenements, Tenement-house Department of the City of New York, October, 1902, to date.

LENTZ, MRS. BERTHA M., 207 West 115th street, New York City, visitor with New York Charity Organization Society for one year; studied in Michigan methods for care of the imbecile and insane.

MACGILL, ADELE, 102 Spring street, Saratoga, N. Y., investigator New York Charity Organization Society, July to September, 1902; assistant head-worker Humboldt Street Settlement, Brooklyn, N. Y., 1902-1903; head-worker Young Women's Industrial Club, Saratoga Springs, N. Y., April, 1903, to date; has been connected with Brooklyn Association of Neighborhood Workers and the Association of Girls' Clubs.

MATTHEWS, CAROLYN, 445 Ellison street, Paterson, N. J., volunteer worker for Paterson Charity League and for Charity Organization Society of Paterson.

RAFTER, MARY ELIZABETH (Mrs. Giles S.), 1122 New Hampshire avenue, Washington, D. C., secretary Washington branch of National Plant, Flower and Fruit Guild for two years; treasurer Washington Boys' Club Assocation and chairman of committee on club work, Georgetown, November 15, 1903, to date; acting agent for Associated Charities of Washington for three months; for three years has been teaching children of the poor to improve and beautify their backyards by raising flowers and vegetables..

SABIN, MABEL (Mrs. James Forbes), New Rochelle, N. Y.

SARGENT, LYDIA P., Box 178, Lynn, Mass.

SOMMERS, CLARA, 9 St. Albans street, St. Paul, Minn., volunteer friendly visitor.

THOMAS HARRIET E., 263 Thames street, Newport, R. I., assistant agent, third district, New York Charity Organization Society, 1901-

1903; secretary Charity Organization Society, Newport, R. I., 1903, to date.

Wallace, Marion, Bronxville, N. Y., in charge of Westminster House, Buffalo, N. Y., July to October, 1902; in charge of application desk, Brooklyn Bureau of Charities, October, 1902, to February, 1904; general secretary, Union Charity Association, Akron, Ohio, October 1, 1903-1904.

Wilby, Richard C., 72 Joy street, Detroit, Mich.

Young, Clarence A., southeast corner Eleventh and Walnut streets, Philadelphia, Pa., non-resident agent of Philadelphia Society for Organizing Charity, September, 1902, to date.

CLASS OF 1903.

Billikopf, Jacob, Educational Alliance, East Broadway and Jefferson streets, New York City.

Button, Getty Lorena, 218 West Grand street, Elizabeth, N. J., in investigating department, August to September, 1903, and assistant agent, fourth district, January, 1904, to date, New York Charity Organization Society; made a preliminary investigation and report on housing conditions in Elizabeth, N. J., October, 1903.

Byrd, Carrie E., 61 Clinton Place, Hackensack, N. J., investigator and assistant agent, New York Charity Organization Society, winter 1903-4.

Coates, Sara E., 55 East Second street, Portsmouth, Ohio, investigator and assistant agent New York Charity Organization Society, 1903-1904; took course in New York School of Philanthropy, winter of 1903-1904.

Dauman, Ada Jeanne, 4018 Powelton avenue, Philadelphia, Pa., district superintendent, West Philadelphia branch of Philadelphia Society for Organizing Charity.

de Hart, Grace Lucille, 99 Mercer street, Jersey City, N. J., assistant agent, seventh district, New York Charity Organization Society; settlement work.

EASTON, WILLIAM OLIVER, 48 South Oxford street, Brooklyn, N. Y., professor of history and sociology, Adelphi College, Brooklyn, N. Y.

EDGAR, DR. E. H. (Mrs.), 477 West 140th street, New York City.

GASKILL, MARY NAOMI, Swarthmore, Pa., visitor and collector of savings for the Star Center.

GIFFORD, CLARA C., 312 West Ninetieth street, New York City.

GLASCOFF, DAVID A., 811 G street, N. W., Washington, D. C., agent, central division, Associated Charities, Washington, D. C., since October, 1901; has done work in anti-tuberculosis campaign.

HIXON, JESSIE M., 116 West 129th street, New York City, vistor in St. Andrew's Sunday-school and in Brooklyn Bureau of Charities; has taken course in New York School of Philanthropy, winter of 1903-1904.

IRELAND, MARY, 331 East Seventeenth street, New York City, registrar New York School of Philanthropy, winter of 1903-1904.

IRWIN, ELIZABETH A., 936 St. Marks avenue, Brooklyn, N. Y.

KELLOGG, ARTHUR PIPER, 105 East Twenty-second street, New York City, assistant editor of CHARITIES.

KEMP, JANET E., 1150 North Capitol street, Washington, D. C., teacher in Deaconess' Training School.

KINGSLEY, CLARENCE DARWIN, 105 East Twenty-second street, New York City, with New York Charity Organization Society since September, 1903; M. A., Columbia University, 1904.

LEE, PORTER R., 119 Highland avenue, Buffalo, N. Y., assistant secretary, Buffalo Charity Organization Society, September, 1903, to date; secretary Buffalo child-labor committee; in residence at Westminster House, Buffalo, and is now preparing a history of the same.

LINES, HARRIET E., Bethlehem, Pa., agent in charge of work of Charity Organization Society of the Bethlehems, 1902 to 1904; now agent, Buffalo Charity Organization Society.

MAGRATH, MARGARET C., 18 Ellsworth avenue, Cambridge, Mass., employed by the Society for Placing Mothers with Infants.

McVEAN, JESSIE H., 321 West Ninety-fourth street, New York City; superintendent New York Hospital Graduate Nurses' Club-house, to September, 1903; inspector of tenements, Tenement-house Department of the City of New York, to date.

McVEAN, MARY M., 321 West Ninety-fourth street, New York City; inspector of tenements, Tenement-house Department of the City of New York, to date.

OSGOOD, IRENE, Associated Charities, Minneapolis, Minn.

PAYNE, HARRIET LAND, 17 Via Umberto I, Siena, Italy.

POOLE, HARRIET E., 120 Lincoln avenue, Syracuse, N. Y., agent Associated Charities, Boston, to September, 1903; visitor New York Charity Organization Society, 1903-04.

PROUDFIT, ALEXANDER COUPER, 105 East Twenty-second street, New York City, secretary of New York County visiting committee of the State Charities Aid Assocation, September, 1903, to date; chairman board of directors West Side Juvenile Club, 799 Greenwich street, New York City; vice-president Greenwich Improvement Society; president Men's Association of University Place Presbyterian Church.

QUACKENBUSH, ERNEST LINWOOD, 65 Essex avenue, Orange, N. J., assistant Orange Bureau of Associated Charities, August, 1903.

REID, REV. DAVID I., Leicester, Mass.

RICHTER, THEODORE BERTRAM, 68 East Seventy-ninth street, New York City, studying law at Columbia University since September, 1903; club leader for the Emanuel Brotherhood.

SALIK, AUGUSTA, 214 Rivington street, New York City, assistant agent New York Charity Organization Society, September, 1903, to date; worker in Branch B of the Educational Alliance, New York City.

SCHILT, HORTENSE M., 331 West 101st street, New York City, in charge of two juvenile clubs and a working girls' club at the Educational Alliance, New York City; has started parents' meetings at the Educational Alliance and introduced friendly visiting of the homes of the children.

SIMONS, ELLA K., 151 Hewes street, Brooklyn, N. Y., superintendent Women's Industrial Workroom, northern branch, Brooklyn Bureau of Charities, for past nine years.

SMITH, JACOB G., Freeville, N. Y.

SPENCER, WILLIAM H., care of 105 East Twenty-second street, New York City.

STILES, JOHN MOORE, 237 East 104th street, New York City, assistant head-worker Union Settlement, September, 1903, to date.

TAYLOR, JAMES S., care of Bureau of Personal Service, Kansas City, Mo.

THOMPSON, EMILY N., 474 Halsey street, Brooklyn, N. Y., visitor for the Association for Improving the Condition of the Poor, New York City.

UPSHAW, MRS. IDA T., 242 West 112th street, New York City, examiner, Department of Public Charities of the City of New York; is in charge of non-support work of this department.

WALLER, EDITH, 7 Franklin Place, Morristown, N. J., friendly visitor Orange Bureau of Charities; in February, 1904, volunteer visitor for chief probation officer of Essex County, N. J.

WILSON, A. M., secretary Organized Aid Association, Jersey City, until March, 1904; secretary Boston Association for the Relief and Control of Tuberculosis, 8 Beacon street, Boston.

WOOLVERTON, HELEN S., care of Charity Organization Society, Baltimore, Md.

CLASS OF 1904.

ADAMS, ALICE, 524 West Water street, Elmira, N. Y. Kindergarten and industrial schools.

ANDERSON, HARRIET E., 40 South College street, Dayton, O. Assistant secretary Associated Charities.

BRAUCHER, HOWARD S., Ithaca, N. Y. Cornell University, 1903; Union Seminary.

CAMPTON, MRS. EMILY B., 56 Myrtle avenue, Irvington, N. J. Bureau of Associated Charities, Newark.

CROSBY, ALICE M., Matteawan, N. Y. Brown University, 1904.

DAVID, MRS. MARY E., 105 East Twenty-second street, New York City. Librarian, Charity Organization Society; editor Charities Directory, 1903-4.

DAY, EDITH HUNTLING, 155 Francis avenue, Pittsfield, Mass. Vassar, 1904.

DE CHARD, M. ADA, 232 East Seventy-second street, New York City. Private and hospital nursing.

DETRICK, NELLYE LEE, 101 West Saratoga street, Baltimore, Md. Children's Aid Society.

EASTON, ERNEST D., Springboro, O. Ohio State University, 1902; teacher in Male High School, Louisville, Ky.

HAIGHT, MRS. ELIZABETH H., Springfield, Mass. Mt. Holyoke, 1893; graduate work at Yale University; teacher Springfield, Mass., High School.

HAMMOND, JULIET, 724 Union avenue, Litchfield, Ill. Smith College; district superintendent in the Charity Organization Society, Baltimore.

HARRY, JAMES W., Baltimore, Md. Georgetown College, 1899; Johns Hopkins (Ph. D.), 1902; probation officer in the Baltimore Juvenile Court; address, Dublin, Md.

HILLIARD, CAROLINE M., 621 North Monroe street, Peoria, Ill. Assistant secretary Associated Charities.

HOLLY, MARGARET C., Plainfield, N. J. Assistant secretary Organized Aid Association.

JACKSON, CHARLES EDWARD, Boston, Mass. Harvard, 1902; Cambridge Theological School, 1904; assistant rector Church of the Epiphany, New York City; address, 141 East Thirty-fifth street.

JANSSEN, MRS. ADELAIDE M., 137 East Twenty-first street, New York City. Charity Organization Society.

JORDAN, MARGARET E., 348 East Twenty-first street, New York City. Organized Church Work for Women.

KLEIN, MARGARET A., Walterboro, S. C. The Educational Alliance, New York City; address, 858 West End Avenue.

MCKECHNIE, MARY W., Cleveland, O. Graduate nurse, Philadelphia Hospital; staff of head nurses, Johns Hopkins Hospital; Infirmary for Women and Children, New York City; address, 501 West Fiftieth street.

OVINGTON, MARY WHITE, 17 Livingstone Place, New York City. Radcliffe College; formerly head-worker Greenpoint Settlement.

PINK, LOUIS H., Brooklyn, N. Y. St. Lawrence University; address, 476 Van Buren street, Brooklyn.

SCOVILLE, GENEVIEVE M., 150 W. 126th street, New York City. Syracuse University; visitor for Charity Organization Society.

SMALL, ALICE H., Baltimore, Md. Charity Organization Society.

WAITE, REV. ABBOTT L. R., Mt. Vernon, N. Y. Princeton Theological Seminary; chaplain Lincoln Hospital.

WELCH, EMILY HAMILTON, New York City. Vassar, 1904; address, Vassar College.

WILLIAMS, JAMES BRANTLEY, 304 Broadway, Cincinnati, O. Indiana University, 1903; Cincinnati Associated Charities.

WOOD, AGNES E., 74 West 124th street, New York City, Industrial School of the American Female Guardian Society.

YOUNGQUIST, EMMA C., 105 East Twenty-second street, New York City; visitor Charity Organization Society.

LIST OF STUDENTS

OF THE

WINTER SCHOOL IN PHILANTHROPIC WORK, 1903-1904.

ACTON, MINA L., 118 West 118th street, New York City. (Student in Summer School in Philanthropic Work, class of 1901.)

ANDERSON, AGNES, 111 Spruce street, Newark, N. J., assistant superintendent Newark Bureau of Associated Charities.

ANDERSON, CATHERINE M., 361 West 34th street, New York City. Special investigator and visitor.

BLACK, EMMA S., 101 West 131st street, New York City, New York Post-Graduate Training School for Nurses, work in Department of Public Charities.

BLISS, SYBELL A., 145 Wilson street, Brooklyn, N. Y., superintendent of Cooper Union Labor Bureau; visitor for the Association for Improving the Condition of the Poor, New York City.

CAMP, JOHN G., 153 Bowery, New York City, assistant secretary Bowery Branch of Young Men's Christian Association.

CAMPTON, MRS. EMILY B., 56 Myrtle avenue, Irvington, N. J. (Student Summer School in Philanthropic Work, class of 1904.)

CORNELL, CARRIE L., 92 Hart street, Brooklyn, N. Y., with Brooklyn Children's Aid Society and in Brooklyn Bureau of Charities.

DE KOSTER, BESSIE, 461 West 164th street, New York City. Experience in church and mission work; in investigating department in New York Charity Organization Society.

DECKER, A. M., 120 Linden avenue, Jersey City, N. J., district agent New York Charity Organization Society.

DINAN, KATHERINE M., 69 Perry street, New York City, stenographer in office of the Association for Improving the Condition of the Poor, New York City.

EASTON, CHRISTOPHER, Metropolitan Hospital, Blackwell's Island, N. Y., Princeton University; deputy superintendent of Metropolitan Hospital.

EASTON, ELIZABETH J., Florence Mission, 21-23 Bleecker street, New York City, missionary work in Persia; missionary work of Florence Crittenton Mission, New York City.

EMERSON, HELENA T., 81 Madison avenue, New York City, Bryn Mawr College, 1896-1898; special at Barnard College, 1903; assistant Kindergartener for Colored Children.

ESCHENBRENNER, JOSEPHINE J., 313 Devoe street, Brooklyn, N. Y., stenographer in the office of the National Child Labor Committee.

FIREMAN, MARGARET, 107 East 123d street, New York City, Drexel Institute, Philadelphia; New York Thomas Davidson Culture Class; clerk in Tenement House Department.

FOX, REV. ERNEST L., 543 East 11th street, New York City, pastor of People's Home Church, New York City.

FRIEDMAN, LOUIS A., 53 East 61st street, New York City, Harvard College, A. B., 1896; University of Stranburg, Ph. D., 1902; Scholarship of National Conference of Jewish Charities.

GAZZOLA, ALEXANDER, 168 East 112th street, New York City, Piacenza Seminary, Italy; inspector in Tenement House Department.

GOODYEAR, CAROLINE, 371 West 119th street, New York City. (Student in Summer School in Philanthropic Work, class of 1900.) Agent, Fourth District, New York Charity Organization Society, April, 1900, to date.

GROSSMAN, JOSEPH, 50 East 101st street, New York City, New York University Extension Course, New York Thomas Davidson Culture Class; inspector Tenement House Department.

HALL, HELEN M., 741 Tenth avenue, New York City, special course Wesleyan College; Settlement work; visitor for New York Juvenile Asylum.

HANLEY, JENNIE A., 43 West 17th street, New York City, stenographer in the Association for Improving the Condition of the Poor, New York City.

HARDING, MRS. L. J., 246 E. 34th street, New York City, Settlement work.

HARDING, L. M., Conduit Road, Washington, D. C., Fresh Air Work; industrial teacher, Colored Girls' Reform School.

HAYS, MRS. G. DALTON, 1 West 127th street, New York City, Packer Institute; leader of Working Girls' Clubs; teacher of crippled children.

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HIXON, JESSIE M., 116 West 129th street, New York City. (Student in Summer School in Philanthropic Work, class of 1903.)

HOOT, H. W., 153 Bowery, New York City, secretary Bowery Branch Young Men's Christian Association.

HYDE, JESSIE A., 14 South Chestnut street, Warren, Ohio, Oberlin College, 1901; Harvard Summer School, 1903; church work.

IRELAND, MARY, 331 East 17th street, New York City, mercantile inspector in Department of Health, 17 months while bureau existed, 1896-1898; collector of weekly rents in Model Tenements. (Student in Summer School of Philanthropic Work, class of 1903.)

ISAACS, ESTELLE M., 110 East 73d street, New York City, Normal College; director Women's Auxiliary to the Educational Alliance.

JARDINE, EDITH L., 307 Quincy street, Brooklyn, N. Y., Pratt's Institute; assistant to superintendent of "Sea Breeze" of the Association for Improving the Condition of the Poor, one summer; work among the poor of South East London, 1899-1900; assistant secretary Northern Office, Brooklyn Bureau of Charities.

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LION, FANNY, 426 East 57th street, New York City, work in Mission School; clerk in United Hebrew Charities of the City of New York.

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MAYER, ALICE C., 1 Kenilworth place, Jamaica, N. Y., Church and Settlement work; work in New York Charity Organization Society and in Association for Improving the Condition of the Poor, New York City.

MOORE, MARY R., 501 West 50th street, New York City, University Extension; assistant manager Kingsley House, Pittsburgh, Pa.; house mother, Neighborhood House, New York City.

MOSKOWITZ, ETIE, 226 East 81st street, New York City, Roumanian Normal School; superintendent Guild for Crippled Children; investigator for United Hebrew Charities of the City of New York.

PATTERSON, HELEN M., 325 Lenox avenue, New York City, trained nurse, head nurse at City Hospital, Blackwell's Island; assistant agent New York Charity Organization Society.

PEPPARD, MRS. JOSEPHINE D., 169 Wilson street, Brooklyn, N. Y., Chautauqua Course; clerk in Cooper Union Labor Bureau; visitor in Association for Improving the Condition of the Poor, New York City.

PHILLIPS, MABELLE C., 921 Madison avenue, Plainfield, N. J., Wellesley College; volunteer helper in Plainfield Relief Association; visitor in New York Charity Organization Society.

PIER, FLORIDA, 39 East 28th street, New York City, volunteer worker.

PURCELL, FLORA M., 520 Manhattan avenue, New York City, Convent School; pupil examiner Department of Public Charities, New York City.

SPENGLER, AMELIA, 258 West 19th street, New York City, clerical work for the Association for Improving the Condition of the Poor, New York City.

STEWART, WM. J., 337 East 13th street, New York City, clerk in Registration Bureau of the Association for Improving the Condition of the Poor, New York City.

STONE, MRS. MARY ELLIS, 246 East 34th street, New York City, visitor for Warren Goddard House.

WALKER, HELEN DUER, 69 Schermerhorn street, Brooklyn, N. Y., Swarthmore College, 1898-1899; Smith College, 1899-1902; assistant secretary Brooklyn Bureau of Charities.

The following persons completed a large portion of the course and received a letter of credit for work done:

FISCHER, MARIA, 164 East 89th street, New York City, visitor for the Association for Improving the Condition of the Poor, New York City.

FORD, S. H., 64 West 107th street, New York City, assistant agent in New York Juvenile Asylum; assistant agent New York Charity Organization Society.

HALE, REV. SAMUEL, 18 Minetta street, New York City, Straits University, New Orleans; Colored Church and Mission.

HEINEMAN, MRS. SALLIE, 205 West 118th street, New York City, Convent education; visitor, correspondent and application clerk in United Hebrew Charities of the City of New York.

HORE, ALICE F., 421 New York avenue, Jersey City Heights, N. J., visitor for the Association for Improving the Condition of the Poor, New York City.

KAMMETSKY, ANNE, 68 East 120th street, New York City, High School, St. Petersburg, Russia; visitor of the United Hebrew Charities of the City of New York.

LUPHER, MRS. IDA, 107 West 89th street, New York City, volunteer worker.

MORCH, IDA, 1370 Fifth avenue, New York City, visitor for the United Hebrew Charities of the City of New York.

PALIER, MRS. ANNIE, 232 Henry street, New York City, visitor in United Hebrew Charities of the City of New York.

PEARCE, ANNA, 100 East 54th street, New York City, visitor in

Association for Improving the Condition of the Poor, New York City.

PERLMAN, RAY, 31 West 114th street, New York City, Normal College; clerical work in United Hebrew Charities of the City of New York.

SAFT, MRS. HENRIETTA, 40 West 116th street, New York City, investigator United Hebrew Charities of the City of New York.

SMITH, GERTRUDE ROBINSON, 34 West 69th street, New York City, volunteer worker.

WAITE, REV. ABBOTT L. R., 56 South Eleventh avenue, Mt. Vernon, N. Y. (Student in Summer School in Philanthropic Work, class of 1904.)

WOOD, MRS. ELLA N., 530 Brook avenue, New York City, investigator for New York Charity Organization Society.

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ALSBERG, MRS. LENA, 860 Washington street, Hoboken, N. J., pension agent United Hebrew Charities of the City of New York.

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Brown, H. P., 47 West 12th street, New York City, volunteer worker.

Coates, Sara E., 55 East Second street, New York City, Vassar College, 1890, A. B.; Boston School of Domestic Science and Christian Work. (Student in Summer School in Philanthropic Work, class of 1903.)

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GRIMES, ROBERT F., New York Juvenile Asylum, 176th street and Amsterdam avenue, New York City; member of Asylum force.

HENDERSON, JESSIE I., 719 E. 137th street, New York City; visitor in Children's Aid Society, New York City.

JONES, IMOGENE, 338 East 15th street, New York City, training department, Normal College; visitor for the Association for Improving the Condition of the Poor, New York City.

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KINGSLEY, CLARENCE DARWIN, 105 East 22d street, New York City. (Student in Summer School of Philanthropic Work, class 1903.)

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tor in Association for Improving the Condition of the Poor, New York City.

McKinney, Katie H., 9 West 116th street, New York City, work in St. John's Guild; visitor in Association for Improving the Condition of the Poor, New York City.

Meeker, Edna J., 171 West Fourth street, New York City, private secretary, Mrs. E. E. Williamson, Elizabeth, N. J.; Elizabeth Charity Organization Society; Day Nursery; visitor for Association for Improving the Condition of the Poor, New York City.

Melpolder, John, 41 Garden street, N. Y., Hope College, Michigan; Woman's Institute (Yonkers) Neighborhood House Resident; Boys' Club organizer.

Moore, Gertrude, 73 West 94th street, New York City, district agent New York Charity Organization Society.

O'Connor, Elizabeth, 80 Newtown avenue, Astoria, L. I., stenographer in office of Registration Bureau of New York Charity Organization Society.

Osborne, M. Cleora, 155 Madison avenue, New York City, Department of Public Charities, New York City.

Paddock, Alice M., New York Juvenile Asylum, 176th street and Amsterdam avenue, New York City, teacher in asylum.

Papenhausen, Dorothy, New York Juvenile Asylum, 176th street and Amsterdam avenue, New York City, clerk and stenographer.

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Pope, Thirza, 527 Amsterdam avenue, New York City, hospital training; district nursing in New York Charity Organization Society.

Rosenblatt, M. H., 72 Elton street, Brooklyn, N. Y., in charge of Application Bureau of United Hebrew Charities of New York City.

Schacht, Charlotte, West 23d street, Coney Island, visitor for United Hebrew Charities of the City of New York.

Scott, Ella I., 140 West 13th street, New York City, registrar New York Charity Organization Society.

Sleet, Jessie C., 325 West 35th street, New York City, graduate nurse; visitor in New York Charity Organization Society.

SMITH, BERTHA, 223 East 13th street, New York City, visitor for the Association for Improving the Condition of the Poor, New York City.

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TAYLOR, HELEN A., 252 West 129th street, New York City, teacher in Children's Aid Society, New York City.

TAYLOR, MARY E., 252 West 129th street, New York City, visitor Jones' Memorial School, Children's Aid Society, New York City.

TENNEY, ALVAN A., 151 Hewes street, Brooklyn, N. Y. (Student Summer School of Philanthropic Work, class of 1898.)

THOMSON, ALICE PAGE, 474 Halsey street, Brooklyn, N. Y., Association for Improving the Condition of the Poor, New York City.

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AINSLIE, SUSAN BELLE, 160 Marlborough street, Brooklyn.

BUTLER, MARY M., 38 Palisade avenue, Yonkers, N. Y. (Representing Woman's Institute, Yonkers.)

DAY, GERTRUDE BENNETT, 95 Rivington street, New York. (Vassar, 1904. Settlement residence.)

DELANO, JANE A., superintendent Nurses' Training School, Bellevue.

EMLEN, JOHN T., 225 West 30th street, New York.

FORMAN, GRACE, 210 West 80th street. (Student of Summer School of Philanthropy. Graduate nurse.)

GIBSON, MRS. HENRY, 48 West 59th street. (Public and private school, special student, Barnard.)

GILBERT, EMILY LINDSLEY, 188 Ludlow street, N. Y. (Smith, 1904. Settlement work.)

GINGER, MINA C., 64 Ninth avenue, Newark, N. J. (Private and public school; three years in reformatory and fresh air work; public school teacher, Newark, N. J.)

HAYS, MRS. G. D., 1 West 127th street, N. Y. (Packer Institute; Winter School of Philanthropy, 1903-1904.)

HERZOG, EDITH, 127 East 27th street, N. Y. (Horace Mann School.)

IVES, ELIZABETH HERRIMAN, 166 W. 55th street, N. Y. (Private school. Winter School of Philanthropy, 1903-04.)

JAMES, MRS. H. JENNIE. (Butler University, Minneapolis; Nebraska City Normal School.)

JARDINE, EDITH LOUISE, 307 Quincy street, Brooklyn. (Public school, Pratt Institute, School of Philanthropy, 1903-1904); three years with Brooklyn Bureau of Charities.

LATTIMORE, FLORENCE LARRABEE, 595 University avenue, Rochester, N. Y. (Private school; journalism; special student of conditions of working women in New York.)

LAUDER, A. ESTELLE, 594 St. Mark's avenue, Brooklyn, N. Y., (Packer, Collegiate Institute and Vassar College.)

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LOWE, ALICE, Lowecroft, Noroton, Conn. (High Schools, Washington and Boston; Packer Institute, Brooklyn); volunteer and assistant agent work, Associated Charities of Washington, D. C.

MILLER, MRS. ROSE, 345 W. 12th street, N. Y., nine months Calvary House.

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TURNER, MRS. ELIZABETH SUDLER, prison and jail visiting.

TURNER, HOPE, 240 E. 50th street, N. Y. (Public and private school); N. Y. Training School for Nurses.

WALDO, GERTRUDE L., 101 W. 80th street, N. Y. (Private school.)

WALLACH, ADELAIDE N., 10 East 80th street, N. Y. (Vassar, 1900.)

WALTER, ROSE JOSEPHINE, 28 E. 60th street. (Private school, special student at Barnard); Settlement experience.

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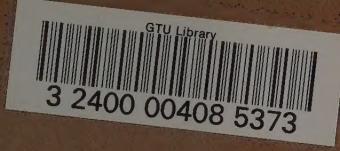

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